

**INITIAL STATE EVALUATION:
The JOBS Program in Texas**

Final Report

Prepared under Contract
to the Texas Department of Human Services

by

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November 30, 1989

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Preface

The passage of the Family Support Act of 1988 represented the most significant reform of the Nation's welfare system in at least a quarter of a century. That Act, which was signed by President Reagan in mid-October 1988, initiated substantial changes in the provisions relating to child support enforcement, payment of benefits to intact, two-parent families, and job training and support services for recipients and their families under Aid to Families with Dependent Children (AFDC) through the new Job Opportunities and Basic Skills (JOBS) program, among others.

The Act also contained provisions encouraging states to initiate their own assessments of the possible impact of JOBS program implementation through the offering of enhanced federal financial participation in the first year immediately following its passage. The Texas Department of Human Services (DHS) decided to take advantage of these provisions, entering into a contract with The University of Texas at Austin to conduct the initial state evaluation for Texas. A research team was formed at the University for the evaluation, comprised of the following entities: the Bureau of Business Research of the Graduate School of Business; the Center for the Study of Human Resources of the Lyndon B. Johnson School of Public Affairs; and the School of Social Work. All of these organizations have considerable experience in conducting research and evaluations on welfare-employment issues and social service programs generally. This research team enjoyed a close working relationship with the agency throughout the course of the project, which was facilitated greatly by the creation of a DHS task force on welfare reform implementation. This task force ensured that the research team had ready access to key policymakers and program staff at the state, regional and local levels, as well as the requisite data for the evaluation.

The Texas JOBS evaluation began in December, 1988, and continued through November, 1989. It is important to note that the project entailed more than simply an evaluation of current and proposed welfare employment efforts. Instead, the decision was made very early in the process to use the opportunity presented by the Act's evaluation provisions to examine a number of related issues and to produce a series of planning documents which DHS could use to prepare more fully for the implementation of major JOBS components in 1990 and later years. The documents which were produced as part of the broader effort have resulted in information useful for DHS planning and have directly supported the preparation of this final evaluation report. However, they have not been incorporated formally into the report.

The project's work took place in two distinct phases over the past year. In the first phase of the evaluation (through mid-April 1989), planning documents were prepared which were specifically designed to support and inform DHS in its shortened planning exercise for the Texas legislative and appropriations process. Texas, unlike most other states which had the luxury of the extended planning and implementation time frames in the federal legislation, was compelled to shorten its decisionmaking in order to secure state appropriations for welfare reform from the regularly scheduled session of the Texas legislature ending in June 1989. Unfortunately, this shortened timeline also meant that

most critical program decisions had to be finalized a full 6 months before the issuance of the final federal regulations for the JOBS program. Phase One products included a series of planning and issues papers concerning the size and characteristics of potential participant populations in AFDC-Basic and the AFDC-Unemployed Parent (UP) programs, the demand for services, and others.

Phase Two research resulted in additional estimates of current and projected Basic and UP participants, critical reviews of the current DHS welfare employment initiative -- REFOCUS which began as a pilot effort in three regions in April 1988 and will be operating statewide by the end of 1989 -- labor market demand analyses, recommendations for possible JOBS county selection, and others.

Acknowledgments

A project of this magnitude could not have been successfully completed without the assistance of a number of dedicated professionals from the Texas Department of Human Services. We particularly appreciate the time and patience shown by the members of the DHS task force who met with the research team throughout the course of the project and provided essential information about programs serving AFDC recipients in Texas. Special thanks also go to the economic analysts who provided us with some of the data needed for this analysis and taught us the nuances of the DHS data systems. Key DHS staff who assisted us are listed below.

Bob Ambrosino	Jim Marquardt
Judy Denton	Maureen McCormack
Fred Fordyce	Marian Monroe
Kent Gummerman	Barbara Musil
Claudia Langguth	Beck Runte
Margaret Lane-Mendoza	Ellen Skinner

A number of other persons from a variety of state agencies also assisted the research team by providing data or insights on human service, education, training, and employment programs in Texas. We would particularly like to recognize the following individuals or groups from these organizations:

DHS	Regional Directors and Administrators
Attorney General's Office	Alice Embree
State Occupational Information Coordinating Committee	Richard Froeschle
Texas Department of Commerce	Jim Boyd
	Jeff Brown
Texas Education Agency	Local Private Industry Council Staffs
	Kenneth Crow
	Deborah Stedman
	Local Adult Education Cooperative Staffs
	Local School District Staffs
Texas Employment Commission	Barbara Cigainero
	Sandra Smith
	Regional and Local Office Staffs
Local Community College Staffs	

Finally, we wish to thank the University of Texas staff members and consultants who worked on this project for their dedication, flexibility, and competence under pressure. They deserve much of the credit for the depth and thoroughness of this analysis.

INITIAL STATE EVALUATION: The JOBS Program in Texas

I. Introduction

This section reviews the federal legislative requirements for initial state evaluations under the Family Support Act of 1988 and presents a context for the implementation of the new Job Opportunities and Basic Skills (JOBS) Training program in Texas, in terms of recent efforts on welfare-to-work programs and the initial plans for JOBS. It then describes the approach taken by the Texas Department of Human Services, the state Title IV-A agency, in conducting the initial state evaluation in Texas.

A. Initial State Evaluations: Legislative Requirements

Under Section 486 of the Family Support Act, states were encouraged to conduct initial evaluations in the year following enactment to provide in-depth assessments of potential participants in the JOBS training programs to be implemented under the Act. This was done to enable states to estimate future demands for services and to improve program targeting efficiency. These evaluations were also to assure that the training provided under JOBS programs would be realistically geared to labor market demands and that the individuals trained would have marketable skills. Finally, the evaluations were to provide information that the states might need for planning and implementing the new JOBS programs.

Certain areas were emphasized in the provisions concerning the initial state evaluations while remaining generally broad and permissive in scope. First, states were encouraged ("may") to evaluate the demographic characteristics of potential JOBS participants. Potential participants were further defined in the Act to include "... collectively all individuals ... who are recipients of aid to families with dependent children under ... and who are members of the target populations identified;" that is, the following groups:

- Recipients/applicants who have received aid for at least 36 of the preceding 60 months;
- Custodial parents under the age of 24 who either have not completed high school and are not enrolled in high school or an equivalent course of instruction, or have little work experience in the preceding year at the time of application; and
- Members of families in which the youngest child is within two years of being ineligible for aid because of age.

States have the option of designating additional target groups as well.

Second, the demographic evaluation was to produce "... accurate and useful information on the age, family status, educational and literacy levels, duration of eligibility for aid to families with dependent children, and work experience of the individuals and families who are potential participants ... including the actual numbers of such individuals and families in each such category."

The third area of emphasis was labor market demand information. States were encouraged to give attention to both current and anticipated labor market demand within the state, the types of training needed for those demands and changes in the service delivery systems that might be required to meet such needs.

B. Program Context

Since the passage of the 1981 amendments to the Social Security Act of 1935 -- the Omnibus Budget Reconciliation Act, or OBRA -- that gave the states far more flexibility to design and operate their own efforts, there has been a substantial increase in interest in employment program initiatives for those on welfare. This has been the case both in states with welfare systems serving only single parents with children and in states with more comprehensive systems serving two-parent families on Aid to Families with Dependent Children (AFDC), as well as state or locally-funded general assistance programs. Massachusetts with its now well-known Employment and Training (ET) CHOICES Program, California with its Greater Avenues for Independence (GAIN) Program, Maryland, New Jersey and other high-benefit states moved ahead decisively in this area.

Texas moved into the work/welfare arena in the mid-1980s, opting to monitor the successes and failures in other states closely and to begin with a limited number of pilot projects rather than comprehensive statewide initiatives. Pilot efforts included the following: the Job Training/Work Experience (JTWE) Projects operated by the Texas Department of Human Services (DHS) in the 1984-1986 period; the Corporate Coordination Model Projects, initiated by the Governor's Office and operated by the City of Austin and City of Dallas Job Training Partnership Act (JTPA) programs in the 1986-1987 period; and more than a dozen special projects operated by local JTPA programs around the state in the 1987-1988 period.¹

Historically, DHS' mission for those receiving welfare benefits had been almost exclusively providing income maintenance. Minimal employment services were provided to groups broadly required to be served with limited program staffing. However, in the

¹For more on these initiatives, see: Bailis (1985) and DHS (1987) on JTWE; King and Schexnayder (December 1988) on the Corporate Model Projects; and King (1987) for a brief summary of all these initiatives and their early outcomes.

spring of 1988, after more than a year of planning at state, regional and local levels, DHS moved into a far more proactive role, launching a set of relatively comprehensive welfare-to-work pilots in three regions. The Refocused Employment Services Program -- known now as REFOCUS -- attempted to track the experiences of the states and anticipated many of the programmatic provisions of JOBS.

1. The REFOCUS Program

The REFOCUS program that is now the centerpiece of DHS' welfare-to-work programs was begun as a series of pilot projects in Regions 9 (San Antonio), 10 (Beaumont) and 11 (Houston).² Figure 1 is a map of the state with the DHS regions demarcated. Each region planned and implemented the program in its own way within parameters provided by the DHS state office. The program has since been expanded beyond the three pilot programs. It has been operating in Regions 3/12 (Midland/El Paso) since February 1989, in Region 5 (Dallas) since March 1989 and in Region 7 (Paris) in northeast Texas since April 1989. Plans call for REFOCUS to be implemented in the four remaining regions -- the largest of which (in terms of caseload) is Region 8, covering an area including the Rio Grande Valley and extending from Corpus Christi on the Gulf Coast to Laredo on the Mexican border -- by mid-December 1989.

The REFOCUS program will entail more careful allocation of limited DHS program resources -- especially Family Support Services (FSS) program staff, intensive casework with defined groups of clients, greater client orientation generally, increased use of existing community resources, and improved cooperative efforts with such resources as Texas Employment Commission (TEC) offices and various Job Training Partnership Act (JTPA) entities. Several REFOCUS elements should be particularly helpful in preparing for JOBS:

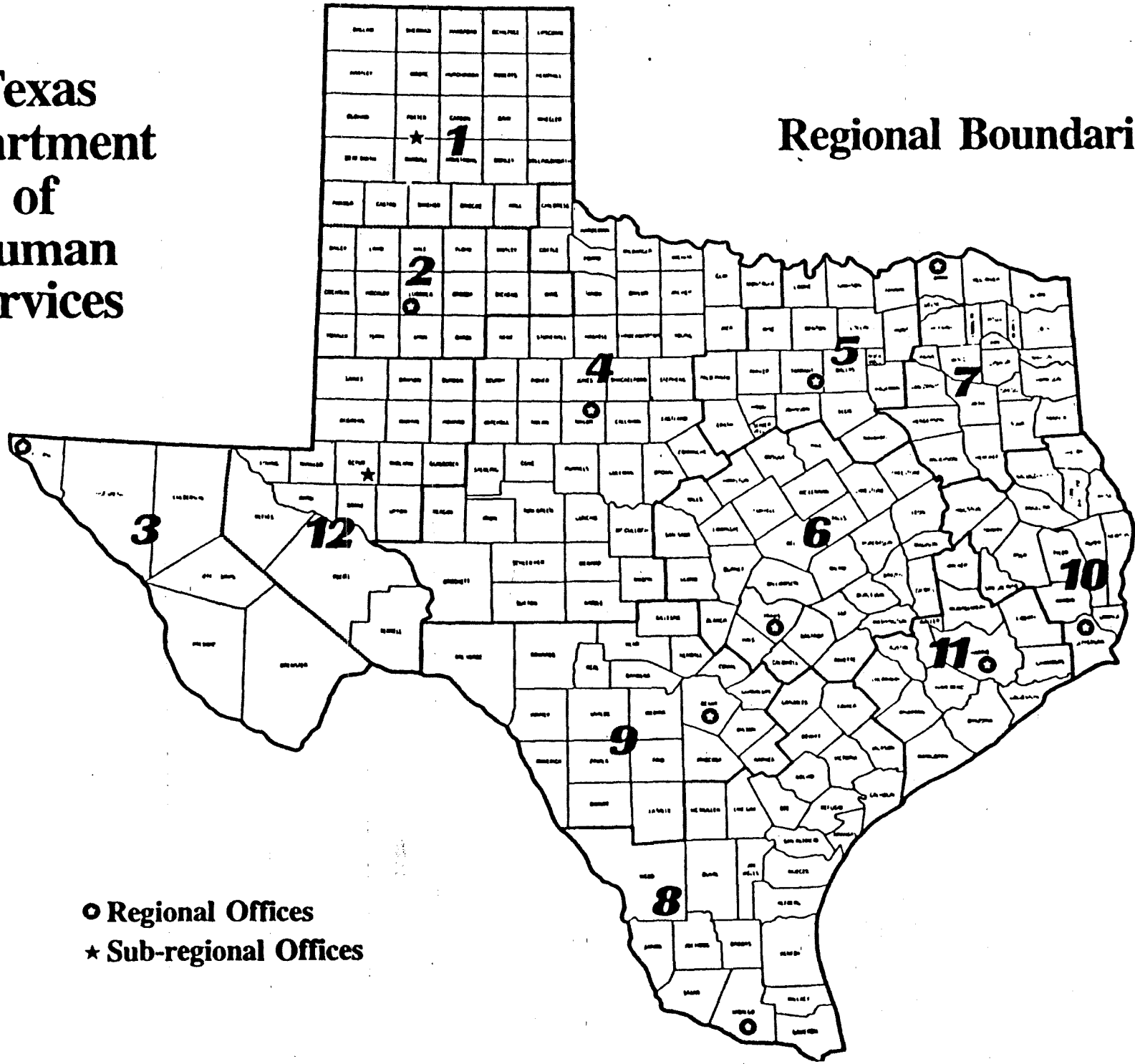
- **Redirection of Mission.** REFOCUS has allowed FSS staff to shift their attention from simply pursuing immediate employment for all caretakers to more client-oriented, self-sufficiency strategies for selected groups of recipients. The mission of REFOCUS is now long-term economic independence for participating clients.
- **Client Targeting.** The initial REFOCUS target groups were different from those mandated under JOBS, but programs did sort clients in a structured process leading to different treatment strategies more in line with the welfare-to-work research findings and available resources. As new regions have come on-line, they have adopted the JOBS target groups, including a state-designated group, out-of-school youth aged 16-17 years, generally referred to as Mandatory Youth. The three pilot regions made the target group conversion on April 1, 1989.
- **Improved Program Design.** REFOCUS has made improvements in program design in several ways, among which the following are notable:

²See DHS (1989) for a detailed discussion of REFOCUS and its first-year results.

Texas Department of Human Services

Regional Boundaries

4



○ Regional Offices
★ Sub-regional Offices

Figure 1

- **Within-Group Client Screening.** Within each target group, clients are profiled (by FSS staff) based on their education, work history and other barriers to program participation and employment, to determine whether they fall into one of three categories for prescribing the appropriate service strategy. Category I clients -- those with recent work history or a high school education/GED and few other barriers -- are determined to be (near) job-ready and slated to receive job search assistance. Category III clients -- those with limited work experience, less than an 8th grade education and other major barriers -- are determined to require treatment beyond DHS' resource capacity. Category II clients -- those with at least an 8th grade education and some work experience -- receive top priority for services and are expected to obtain employment above the minimum wage with the provision of job training, support services and other assistance.
- **Assessment.** For Category II clients, assessment beyond the initial screening is an important part of the design. Before decisions are made concerning the mix of activities and services, clients are given tests (e.g., the ABLE battery) to assess their actual levels of reading comprehension, and problem solving skills.
- **Fuller Service Array.** In a major departure from past efforts, Category II clients with demonstrated deficiencies preventing meaningful employment may be offered remedial education, skills training and other support services (e.g., child care and transportation) in addition to job placement assistance. Survival Skills training is an integral part of their training. Education and training services are obtained from other systems and financed with non-DHS resources.
- **Case Management.** Another improvement is the provision of case management, again for Category II clients only. In recent years, clients were simply referred to other systems for services and then left largely on their own. REFOCUS has re-introduced case management for these clients.
- **InterSystem Coordination.** A key component of REFOCUS is coordination with other systems serving AFDC recipients, especially TEC for job placement and JTPA for job training. By state law, DHS representatives are now on every Private Industry Council (PIC) in the state, facilitating intersystem coordination for these programs.
- **Staff Training.** One of the crucial features of REFOCUS is that all FSS staff -- workers and supervisors alike -- will have been through substantive training and retraining on the program by the end of 1989. Some staff will have participated in several such sessions. This has clearly assisted with the transition from a reactive to a proactive program approach. FSS staff will be far better prepared for JOBS in 1990 as a result.

- **Transitional Services Experimentation.** Four DHS regions -- the three pilot regions and Midland/El Paso -- are implementing 12-month Medicaid and child care transitional services for clients leaving the welfare rolls due to employment and earnings increases and are evaluating the results in a controlled experiment. This should provide valuable experience with the provision and documentation of these services now required under JOBS.

2. Tentative Plans for JOBS Implementation

Texas has had to develop its plans for implementing JOBS in a manner which was severely constrained by the state's legislative cycle. The Texas legislature convenes biennially, meeting in regular session every odd-numbered year for 140 days. The State Fiscal Year runs from September through August; that is, State FY 1990 began on September 1, 1989. Without calling a special session concerning welfare-related issues, most major decisions concerning the scope, timing and appropriations for the new JOBS program and related aspects of the Family Support Act to be implemented in 1990 and 1991 had to be made by the end of the regular session at the end of May 1989. Given the many substantial changes in programs for welfare recipients brought and the relatively long lead time for implementation permitted by the Family Support Act -- almost two years for the JOBS program -- it is unfortunate that Texas had to compress much of its planning into the roughly six-month span following the passage of the Act, yielding decisions on critical program parameters only a month after the release of the draft federal regulations.³

The Texas legislative deliberations concerning JOBS requirements and the DHS budget during the regular session resulted in a decision to permit the agency to implement only the minimum JOBS program in the biennium.⁴ The legislature's minimum-program dictum has major implications for DHS' plans for JOBS, constraining its options in the following ways, for example:

- JOBS cannot be implemented before October 1, 1990 (unless a waiver is obtained from the State's Legislative Budget Board);
- AFDC-Unemployed Parents (UP) benefits may only be offered for a maximum of six months; and
- Only one of the parents in an AFDC-UP family may be required to participate in the JOBS program.

Moreover, while providing some additional funds to cover the cost of adding case managers and projected child care and Medicaid expenditures, the Legislature decided that JOBS could be operated in Texas for the first year essentially with no additional state monies for education, remediation, job training or job placement. Instead, these services

³Published in the Federal Register, April 13, 1989.

⁴DHS has received a Section 1115 waiver from HHS to operate a demonstration project offering transitional child care and Medicaid benefits in four DHS regions. The project began April 1, 1989 in the three REFOCUS Pilot regions, as well as in Region 3/12 (Midland/El Paso).

would have to be provided from non-DHS funding sources. This will also serve to limit the options for the Texas program.

DHS is currently in the midst of an elaborate tops-down/bottoms-up planning process for JOBS implementation, with the state providing the policy and program framework and local areas developing specific implementation plans subject to state approval. This process will involve actors at all levels, including state elected officials, the DHS Board, representatives from the agencies with a major stake in JOBS, such as the Texas Department of Commerce (JTPA), the Texas Employment Commission (ES), the Texas Education Agency (Education) and others. Both strategic and operational planning will be part of this overall process. The State Agency Executives group, that is chaired by the DHS Commissioner, will formally solicit the input of important advisory and advocate groups in the state and will oversee the work of a Policy Development/Program Design Work Group. This Work Group -- made up of staff from the agencies and including local area representatives -- will be charged with reviewing the policy and program designs produced to date and developing the recommended JOBS program design. A number of InterAgency Technical Groups will augment this Work Group's efforts.

The leading concept design being considered by DHS for the JOBS program draws heavily from the elements of and initial experiences with REFOCUS, especially as it has been operating in the three pilot regions since the spring of 1988. The essential components of this design (as of late September 1989) for both JOBS and non-JOBS counties are reflected in Figures 2 and 3, respectively. According to DHS staff, four philosophical issues or directions guide the JOBS conceptual design, all of which can be seen as part of a logical evolution from REFOCUS: mutual obligation on the part of both government and citizens generally and of welfare clients; client ownership/self-determination, reflected in greater client choice of services and providers; targeting, as evidenced both by the adoption of federal and state target groups, as well as by the categorization of groups by the severity and nature of their needs; and reliance on "other-funded" services, especially education and job training. These tenets, along with more intensive case management and a simplified eligibility determination/intake and referral process, are planned to guide the shift from REFOCUS to the new Texas JOBS Program in mid-1990.

DHS has tentatively decided to implement Complete JOBS Programs -- within the meaning of that term contained in the draft federal regulations -- on July 1, 1990 in 81 of the state's 254 counties, reaching approximately 90 percent of AFDC caretakers. These counties, including 47 of the 49 counties found in the 28 Texas Metropolitan Statistical Areas (MSAs), will be expected to offer a full-array of JOBS services, not merely job search and education services (as called for in the "minimal" program). These counties were selected largely based on an analysis of caretaker concentrations and the capacity to provide services ranging from child care and education to job training and job placement assistance.⁵

⁵The selection process relied in part on two unpublished planning documents prepared by the University of Texas: "Selection of Texas JOBS Counties: An Alternative Strategy," August 7, 1989; and "Selection of Initial and Expansion JOBS Counties: Preliminary Recommendations," July 6, 1989.

Concept Design: Service Delivery System

Figure 2

JOBS Counties

Pre-eligibility Screening

- Pre-Screens for potential eligibility
- Inquiry to determine if currently certified
- Determine need for emergency services
- I&R
- Provide information on verification requirements
- Documentation of screening outcome

No

I & R

Potentially Eligible

Yes

Eligibility Determination

- Determine initial eligibility and work registration status/categorization
- Determine need for expedited services
- Assist in obtaining verifications for financial eligibility
- Certify/deny/pend application
- Provide in-depth explanation of core benefits/requirements
- Provide minimum explanation of support services
- Explain transitional benefits
- Determine clients intent to volunteer for JOBS
- Provide client with appropriate notices and obtain original application document
- I&R
- Identify CC/CM and service needs

No

I & R

Eligible

Case Coordination

- Provide financial case maintenance, redetermination and reported changes for all cases

- Provide in-depth explanation of support services
- Initiate and follow-up on referrals for support services/other service requests
- Obtain client signature on initial employability plan
- Explain Food Stamp Employment and Training
- Track and report monthly participation of JOBS clients
- Make good cause determinations for JOBS
- Report employment and track retention at 30, 90, 180 days
- Initiate and track transitional benefits
- Initiate transportation allowance when not available through other services
- I&R
- Resolve complaints/provide conciliation process
- Process sanctions related to failures to comply (AFDC, E&T, child support)

JOBS Case Management

- Conduct in-depth assessment of client's employment potential/family service needs
- Develop employment/service plan with the client
- Arrange/oversee services identified in the plan
- Oversee the case management activities to ensure goals and objectives are being met
- Provide in-depth explanation of the support services
- Explain Food Stamp Employment and Training as appropriate
- Initiate and follow-up on referrals and other service requests
- Track and report participation in service plan activities
- Report employment and track retention at 30, 90, 180 days
- Initiate transportation allowance when not available through other resources
- Initiate and track transitional benefits (child care)
- Resolve complaints/provide conciliation process
- Determine good cause and recommend sanctions
- I&R

Employment Services Contractors

- Accept direct referrals or call in giving priority to volunteers
- Manage job search activities
- Provide further assessment of job readiness, short term training/education to enhance employability
- Review day care needs and refer to CCMA
- Provide transportation allowance/one-time work related expenses
- Track and report job search participation
- Report non-participation

Education Brokers

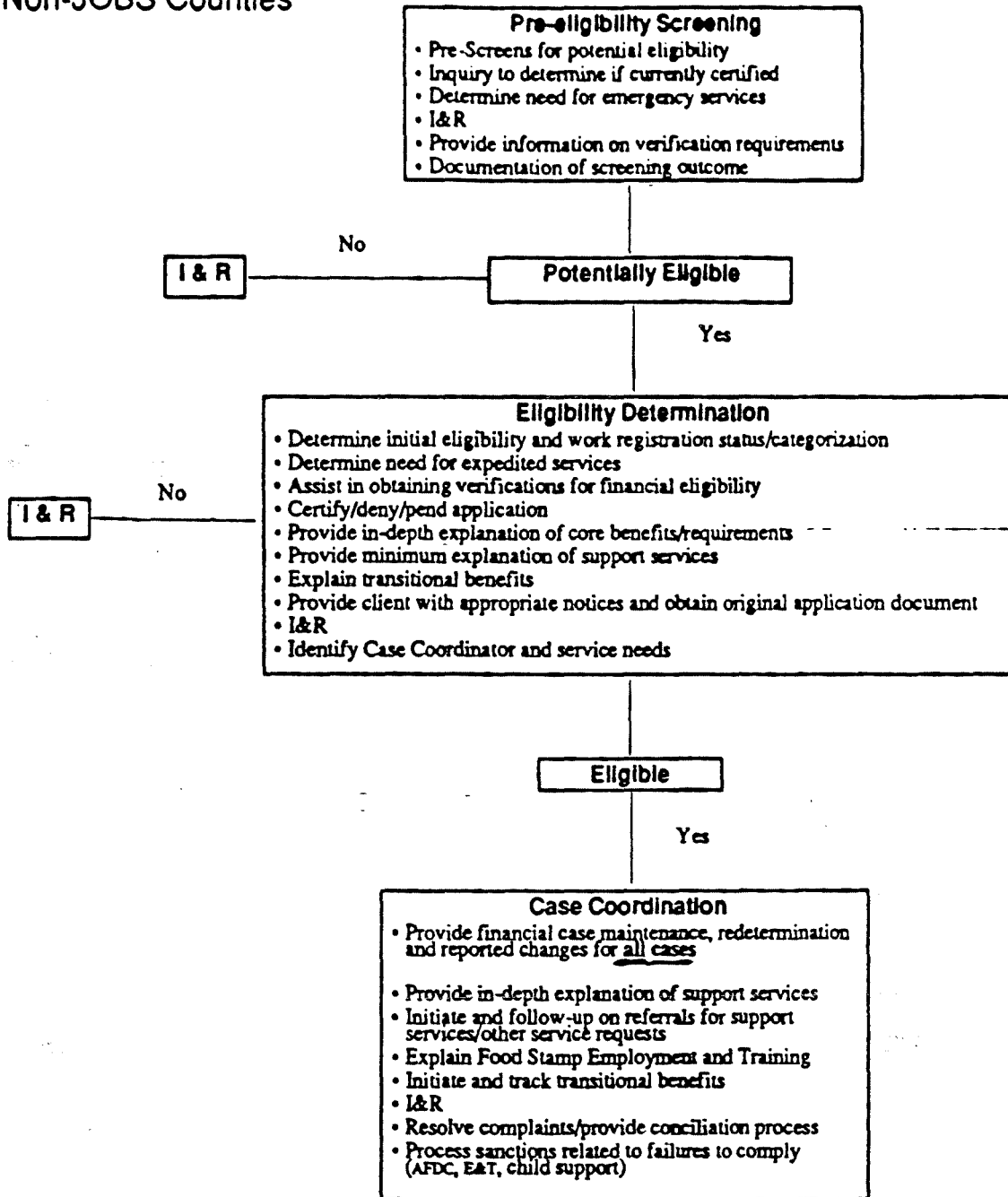
- Complete assessment and determines need for ABEL, ESL, GED as needed
- Refer for service giving priority to volunteers
- Identify and arrange job transportation resources as needed
- Review day care needs and refer to CCMA
- Track and report participation
- Report employment at any point
- Conciliation process
- Request
- Good cause determination
- Report non-participation

Food Stamp Employment and Training Contractors

- Call in for service
- Provide further assessment of job readiness
- Develop employment plan to reflect planned service activities (i.e., directed job search, job readiness activities, short term training/education to enhance employability)
- Review day care needs and refer as appropriate
- Provide transportation allowance
- Report client activities
- Determine good cause and request sanctions as appropriate

Concept Design: Service Delivery System

Non-JOBS Counties



September 20, 1989

C. The Initial Texas JOBS Evaluation

The assessment undertaken for the Initial Texas JOBS Evaluation has addressed the requirements of Section 486 of the Act to the extent to which the available data allows. However, it is important to note that as part of the work for the Initial Texas JOBS Evaluation, a number of other issues were examined and planning documents produced for DHS' internal use as well. While these documents have resulted in useful information for DHS planning and have directly supported the preparation of this evaluation report, they have not been incorporated formally into the report. (These documents are listed in Appendix A.) This work was conducted in two phases. In Phase One (through mid-April), these planning documents were designed specifically to support and inform DHS in its shortened planning exercise for the Texas legislative and appropriations decisionmaking process. Phase One products included: initial analyses of the potential AFDC-Basic and AFDC-UP populations; profiles of the demand for education, job training/placement, and support and transitional services (based in part on modeling); profiles of service capacity (based in part on visits to selected program sites); and a series of policy analyses on topics ranging from UP time limitations and mandatory second-parent UP participation to requiring JOBS registration for AFDC-Basic caretakers with very young children.

Phase Two resulted in additional estimates of current and projected AFDC-Basic and UP participants and reviews of REFOCUS and the proposed JOBS program design. Other products from this phase included the following: labor market demand analyses; recommendations for possible Texas JOBS county selection; refined service demand estimates; and analyses of support services capacity.

Section II of this report presents an analysis of the numbers and characteristics of potential JOBS participants as defined in the legislation. Detailed tables are presented for AFDC-Basic recipients at both the state and substate level. However, since Texas has had no previous experience with income assistance programs for two-parent families from which to generate either current or future detailed AFDC-UP tables, only state-level estimates are presented. Section III presents an analysis of labor market demand for potential participants, again emphasizing state-level figures. Section IV provides a brief analysis of participant needs and discusses major barriers to service delivery in Texas under the JOBS program now envisioned. Service delivery systems examined in this section include those for support services such as child care and transportation, as well as education, job training and job placement. Section V offers a series of recommendations for changes in the various service delivery systems, including not only ones for the systems mentioned previously, but also those applicable to state welfare agency itself.

II. The Numbers and Characteristics of Potential JOBS Participants

A. The Numbers of Potential JOBS Participants

1. AFDC Basic Program

The Texas Department of Human Services (DHS) has estimated that 250,744 caretakers and 160 mandatory youth will receive AFDC benefits in FY1991⁶, the first full year in which the JOBS program is to be implemented in Texas. This represents an 11.7 percent increase over the FY1988 caretaker total of 224,400 caretakers who received AFDC benefits in FY1988. These growth projections were based on a statistical caseload projection model developed by the Texas DHS.

Estimates of the numbers of potential JOBS participants in FY1991 have been calculated for the three federal target groups and one additional target group designated by the State of Texas. These groups, in order of service priority, are:

1. AFDC mandatory youth aged 16 and 17 who are not in school or training;
2. Custodial parents under age 24 who have not completed or are not enrolled in high school or its equivalent, or have three months or less work experience in the preceding year;
3. Caretakers whose youngest child is within two years of age ineligibility; and
4. Caretakers who have received assistance for 36 months or more during the preceding 60 months.

Of the total projected number of caretakers and mandatory youth, approximately 140,000 persons, who constitute 56 percent of potential participants, are members of a federally-designated target group or the state-designated mandatory youth target group. Roughly 73,500 of the caretakers who are members of target groups will be exempt from participation in JOBS due to the presence of children aged 0-2.

When estimating the number of potential JOBS participants, attention must be given to the geographic distribution of the AFDC caseload within the state. Approximately 79 percent of all AFDC caretakers reside in one of the 49 counties located within Texas' 28 Metropolitan Statistical Areas (MSAs). The remaining caretakers live in Texas' 205 rural counties, many of which are sparsely populated and large distances from viable labor markets. In an effort to serve the maximum number of participants in the JOBS program in a cost-efficient manner, the Texas Department of Human Services has tentatively decided to conduct the JOBS program in 81 counties (47 MSA counties and 24 nonMSA counties). Approximately 90 percent of all AFDC Texas caretakers reside in these counties.

⁶The Texas fiscal year for 1991 encompasses the period September 1, 1990 through August 31, 1991.

2. AFDC Unemployed Parent Program

Like many other southern and western states, Texas presently does not operate an AFDC Unemployed Parent program. When the AFDC-UP program begins on October 1, 1990, Texas plans to provide cash benefits to UP families for a maximum of six months within any 12-month period. Only the primary wage earner will be required to participate in the JOBS program.

In estimating the number of potential AFDC-UP recipients who would be eligible to participate in the JOBS program, many data sources have been analyzed and a number of statistical techniques have been employed.⁷ These include an analysis of the Current Population Survey to estimate the number of families who would have been financially eligible for the program in March 1988, a survey of potential UP families to determine the extent to which they meet additional eligibility requirements (such as work history documentation) that could not be determined from other sources, the growth rate of the poverty population in Texas and among programs serving populations whose characteristics are similar to those of UP families, and a phase-in factor to account for the implementation of a new program. As a result of these computations, low and high boundaries were developed for the number of families who would be likely to participate in the AFDC-UP program in FY1991.⁸ The estimates range from 9,965 to 23,405 families to be served in this program. By the end of FY1991, it is estimated that the average monthly caseload will range from 6,852 to 16,093 families on a statewide basis.⁹

B. Demographic Characteristics of Potential JOBS Participants

1. AFDC Basic Program

In accordance with the requirements of Section 486 of the Family Support Act, this section provides an in-depth assessment of the characteristics of potential participants in the JOBS program for regular AFDC caretakers and mandatory youth in the state of Texas (Table 1). A substate analysis of the characteristics of AFDC caretakers and mandatory youth is provided in Appendix B. To the extent possible, this analysis is based on data included in the Texas DHS' AFDC administrative data base. Because data for some characteristics (e.g., those that depend on education data) were unavailable in AFDC

⁷For a complete explanation of the methodology used to calculate the Unemployed Parent estimate, see unpublished working papers submitted to the Texas Department of Human Services.

⁸The variation in the estimates is attributed to the wide variation in the growth rates of the Texas poverty population and the caseloads of Texas DHS programs serving populations whose characteristics are similar to those of AFDC-UP families. Administrative policy changes and the development of integrated eligibility determination among agencies serving poor families in Texas have caused large growths in the caseloads of some poverty programs. It is difficult to estimate the extent to which these policy changes will impact the size of the AFDC-UP caseload.

⁹Because of the statistical methods employed to estimate the number of UP families, estimates are available at the statewide level only. Any attempt to provide substate estimates would violate the principles governing statistical methodology.

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - State of Texas

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	255874	5129	66852	6348	66539	111006
Age distribution						
Less than 16	383	0	381	1	0	1
16-17	8458	5129	3304	1	0	23
18-19	15150	0	14918	25	0	207
20-23	50051	0	48248	37	0	1765
24-29	75362	0	0	26	26582	48754
30-39	73557	0	0	2161	27341	44056
40-49	23681	0	0	2534	9182	11965
50 and over	9232	0	0	1563	3435	4234
Number of children on AFDC grant						
1	97520	n.a.	36159	5664	16110	39587
2	77586	n.a.	20117	655	20399	36415
3 and over	75639	n.a.	10576	29	30030	35004
Age of youngest child on AFDC grant						
0-2	119603	n.a.	54470	0	19028	46105
3-4	38109	n.a.	9336	0	12280	16493
5-10	61020	n.a.	3045	0	24878	33097
11-15	24072	n.a.	1	0	9556	14515
16-17	7940	n.a.	0	6348	797	796
Ethnicity						
White	60805	857	15705	1450	7788	35005
Black	97703	1902	27119	2389	31965	34328
Hispanic	94656	2266	23663	2298	26109	40319
Other	2709	104	364	210	676	1354
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	80369	n.a.	21070	2065	11623	45611
5-8	31984	n.a.	6088	1190	11274	13433
9-11	54318	n.a.	17899	973	16378	19068
HS/GED	84073	n.a.	21795	2120	27264	32894
Months of AFDC receipt within last 60 months						
0-11	73762	n.a.	22384	1745	0	49633
12-23	53832	n.a.	17750	1112	0	34970
24-35	38235	n.a.	11386	754	0	26095
36 and over	84916	n.a.	15332	2737	66539	308
Mean years of remaining AFDC eligibility						
	13.2	n.a.	16.3	1.6	12.0	12.8
Work experience (within previous year)						
Yes	105867	n.a.	28807	2315	20243	54502
No	144878	n.a.	38045	4033	46296	56504

Table 1

administrative records, other data sources and statistical modeling techniques were used to estimate these characteristics. The variables for which estimates were developed from statistical models are the number and distribution of custodial parents under 24 and the years of education completed.

Age. The AFDC caretaker caseload consists primarily of women of child-bearing age. Half of all caretakers are in their twenties and another 30 percent are in their thirties. As would be expected, the age distribution varies widely among target groups. By definition, custodial parents less than 24 years of age are in their teens and early twenties, with 72 percent in the 20-23 age group. Obviously, caretakers within two years of ineligibility and caretakers who have been on the rolls 36 of the past 60 months will be comprised of older caretakers

Family Status. To measure family status, both the number of children on the AFDC grant and the age of the youngest child on the AFDC grant¹⁰ were examined. Overall, 70 percent of caretakers in Texas have fewer than three children. Once again, this distribution varies widely by target group. Over half of young custodial parents have only one child, with 84 percent having fewer than three children. In contrast, only 55 percent of caretakers who have been on the rolls 36 of the past 60 months have fewer than three children.

Examination of the age of the youngest child by target group reveals that four out of five young caretakers have a child who is less than three years old; thus, these caretakers will not be required to participate in the JOBS program. Of the caretakers who have been on the rolls 36 of the last 60 months, however, less than 30 percent have children less than two years of age.

As a third measure of family status, the average number of children aged 0-10 was calculated for each target group to serve as an indicator of potential demand for child care. As can be seen from Table 1, the average AFDC family has approximately one child who would be eligible for infant, toddler, or pre-school care and less than one child of school age who would be eligible for care under the JOBS program.

Several conclusions can be drawn from these variations that are significant to the JOBS program. One, if young caretakers do not have additional children before leaving the AFDC rolls, their chances of successfully completing education and training programs and entering employment should be enhanced. Second, the extent to which child care will be a major cost to the JOBS program will depend on the percentage of caretakers with very young children who volunteer for the program. Over half of all members of target groups have children younger than three and another 32 percent have children in school. Therefore, unless a substantial number of persons voluntarily participate, the child care costs may be less than expected.

¹⁰Note that number of children on the AFDC grant does not equal total number of children. Children who do not qualify for AFDC because of age or other factors are not accounted for here.

Education Level.¹¹ Based on an estimate of educational attainment, approximately two of every three caretakers in Texas have not completed high school or its equivalent. Fewer members of target groups have completed high school than the population as a whole. However, of the persons not completing high school, a higher ratio of target group members--particularly young caretakers--have attended high school. Because of the large numbers of caretakers who have not completed high school, education will obviously need to play a major role in the JOBS program in Texas.

Although an estimate was calculated for educational attainment, insufficient data on literacy level were available to develop an estimate for this report. Anecdotal evidence seems to indicate that functioning levels for AFDC caretakers are many grade levels below educational attainment.

Duration of AFDC Receipt. Half of Texas caretakers have been on the AFDC rolls less than two of the last five years. One surprising finding is that three out of four caretakers who are not members of target groups have been off the rolls less than two years. In light of welfare-to-work research findings that persons on the rolls less than two years have a better chance of getting off and staying off the AFDC rolls, policy makers may want to investigate the implications of not giving priority to such large numbers of individuals who fall into this category.

Work Experience. Over forty percent of all caretakers worked in covered employment during the previous year.¹² Although many recipients earned these wages while also receiving AFDC, the amount of earnings in any given quarter were very small and earning patterns were erratic. However, the high number of labor force participants among all target groups seems to indicate that this population is willing to work and, if given the proper tools, could successfully enter the labor force on a more regular basis.

2. AFDC Unemployed Parent Program

The characteristics of both the primary wage earners and nonprimary wage earners in AFDC-UP families were estimated from a survey conducted by the School of Social Work of the University of Texas at Austin.¹³ The resulting characteristics were distributed among potential AFDC-UP families for both the low and high numerical estimates developed above and presented in Table 2.

¹¹Education data for AFDC caretakers are not available on the AFDC administrative data file. In order to estimate educational attainment, an econometric model was developed using data from the pilot regions operating the REFOCUS program. Values were related to other caretaker characteristics and estimated values were developed for individual caretakers on a statewide basis.

¹²Work experience for AFDC caretakers was computed from Unemployment Insurance (UI) wage records maintained by the Texas Employment Commission.

¹³Of the 639 families interviewed, 182 were determined as likely to be eligible based on the criteria available at the time of the survey.

Demographic Characteristics of Potential JOBS Participants - AFDC Unemployed Parent Program
 FY1991 Projections - State of Texas

	Low Estimate			High Estimate		
	Total AFDC-UP parents	Primary wage earners	Nonprimary wage earners	Total AFDC-UP parents	Primary wage earners	Nonprimary wage earners
Total	19929	9965	9965	46810	23405	23405
Age distribution						
Less than 16	55	0	55	129	0	129
16-17	0	0	0	0	0	0
18-19	274	110	164	643	257	386
20-23	1752	821	931	4115	1929	2186
24-29	3833	1697	2135	9002	3987	5015
30-39	7720	3942	3778	18133	9259	8873
40-49	4380	2300	2081	10288	5401	4887
50 and over	1916	1095	821	4501	2572	1929
Gender						
Male	9965	7665	2300	23405	18004	5401
Female	9965	2300	7665	23405	5401	18004
Number of children						
1		3011			7073	
2		2902			6816	
3 and over		4052			9516	
Age of youngest child						
0-2		3778			8873	
3-4		1314			3086	
5-10		3176			7459	
11-15		1040			2443	
16-17		657			1543	
Ethnicity						
White	5639	2792	2847	13246	6559	6687
Black	1478	767	712	3472	1800	1672
Hispanic	12374	6187	6187	29064	14532	14532
Other	438	219	219	1029	514	514
Mean number of children eligible for child care						
0-2		0.4			0.4	
3-4		0.3			0.3	
5-10		0.9			0.9	
Years of education completed						
0-5	5106	2587	2519	11993	6078	5916
6-8	2965	1541	1424	6964	3621	3344
9-11	4118	2092	2026	9672	4914	4758
HS/GED	3787	1762	2026	8896	4138	4758
Some college	3953	1982	1971	9285	4655	4630
Mean years of remaining AFDC-UP eligibility		11.7			11.7	
Work experience						
Yes	15440	9581	5858	36265	22505	13760
No	4490	383	4106	10545	900	9645

The AFDC-UP population seems to differ from the AFDC caretaker population in a number of ways. AFDC-UP families are older than AFDC caretaker families, with over 70 percent of all parents in such families aged 30 and over. As would be expected from the ages of the parents, the children are also older. The youngest child in half of the AFDC-UP families is of school age. This is true for only for slightly over a third of the families in the AFDC basic program.

Potential AFDC-UP families are far more likely to be Hispanic and far less likely to be Black than families in the current AFDC program. In the University of Texas survey, 62 percent of the families likely to be eligible were Hispanic and only seven percent were Black. This finding corresponds with demographic statistics on the family status of various ethnic groups. The larger number of families with three or more children can also be attributed to the high Hispanic share of families found to be eligible in the survey.

As is true for caretakers in the current AFDC program, over 60 percent of all potential AFDC-UP parents have not completed high school. A fifth of potential AFDC-UP parents have attended college. Surprisingly little variation exists between educational attainment level among the primary wage earners and the non-primary wage earners within families likely to be eligible for the AFDC-UP program.

Although it is not possible to provide a substate analysis from the small number of persons surveyed, the high Hispanic composition of potentially eligible families seems to indicate that the distribution of this population will be concentrated in the more heavily Hispanic regions of the state.

III. Labor Market Demand for JOBS Participants

A. The Texas Labor Market: An Overview

Before considering the more specific demands in the labor market for those participating or potentially participating in the JOBS program in the state, it is important to note briefly some of the major trends that have recently characterized the Texas labor market.¹⁴ Until 1985, Texas had enjoyed almost a quarter century of unprecedented growth and prosperity by virtually any measure of performance, easily outpacing similar measures for the nation. The harsh U.S. recession of the mid-1970s was barely noticed in the state, while the 1982-1983 slowdown was brief and affected particular areas (i.e., Houston and the Rio Grande Valley) more than others. From 1960-1985, Texas posted average annual growth rates well in excess of four percent for gross state product, personal income and nonagricultural employment. As the Texas economy grew and prospered, it also diversified, becoming much more like the U.S. economy and the other large industrial states, with a mix oriented more to services and less to natural resources. However, since late 1985, the Texas economy has suffered both absolutely and relative to the rest of the nation.

In the years following World War II, Texas gained a reputation for being virtually recession-proof. When the U.S. economy entered deep recessions, Texas barely missed a beat. Yet, that reputation became a thing of the past in the 1980s. The state's unemployment rate -- which had generally moved in tandem with but several points below the national rate -- exceeded it for the first time in late 1985 and has remained above it since (Figure 4). For now, the relationship between the two seems to have been reversed. In addition, as indicated in Figure 5, while U.S. employment continued to expand rapidly, employment growth in Texas slowed significantly in the 1985-1986 period. There has been no shortage of explanations for these difficulties, including the precipitous worldwide drop in oil and gas prices in 1985-1986, subsequent problems in the real estate, thrift and banking industries, declines in construction activity, and falling state tax revenues, among others.

1. Current Employment and Recent Trends

In examining current employment levels and recent trends, 1988 has been used for the current timeframe, and the period since 1984-85 has served as the earlier reference point. The Texas economy's performance peaked in late 1985, experienced serious difficulties across a broad spectrum of its sectors until 1987, and has been growing again since mid-1988. Thus, the brief examination of recent trends generally focuses on peak-to-near-peak comparisons.

In 1988, total employment in Texas stood at just over 7.7 million, having grown by less than 200,000 jobs (2.7 percent) since 1985 (Table 3). By 1988, after two consecutive years of decline, total nonagricultural employment had risen almost to its 1985 level (Figure

¹⁴This section draws on King and Schexnayder (December 1988).

Texas and U.S. Employment and Unemployment Rates

Figure 4

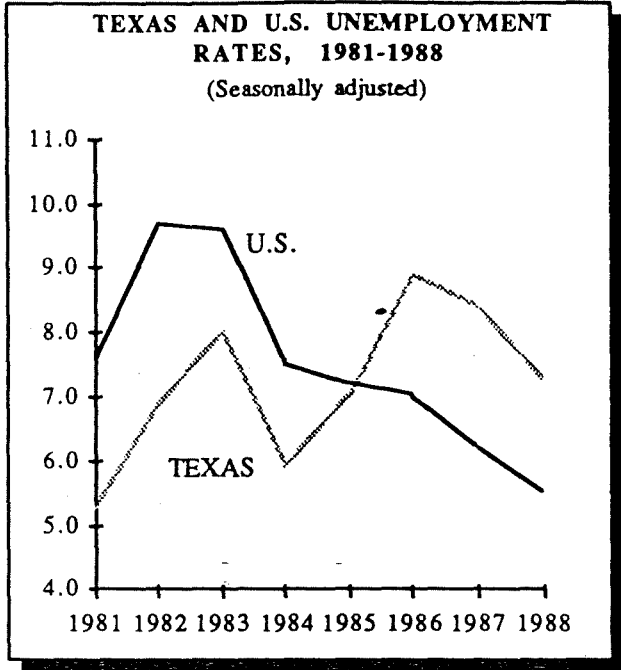
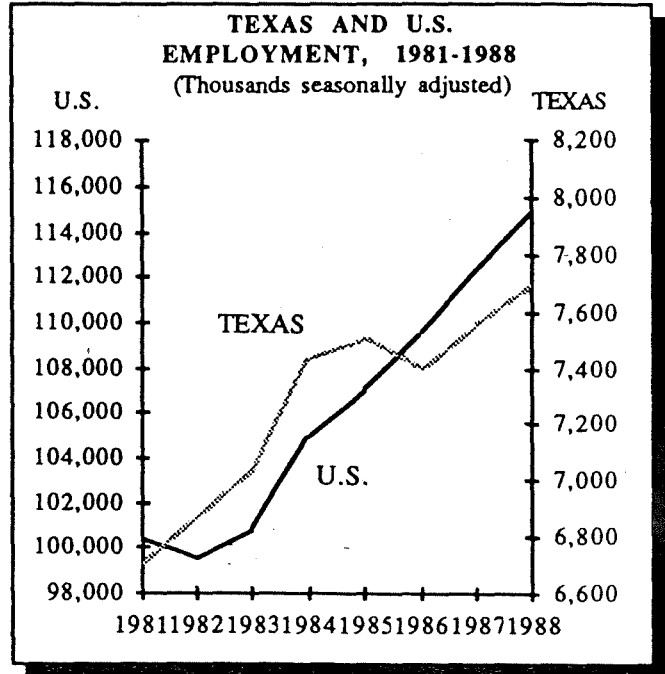


Figure 5



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

Texas Employment by Industry
(Thousands, not seasonally adjusted)

Table 3

PERIOD	TOTAL				WHOLESALE FINANCE, TRANS & & RETAIL INSURANCE					
	TOTAL	NONAG	MINING	CONST	MANU	UTILITIES	TRADE	& RE	SERVICES	GOVT
1981.....	6,702	6,180	296	429	1,115	382	1,511	351	1,094	1,001
1982.....	6,867	6,263	303	431	1,045	386	1,554	370	1,151	1,024
1983.....	7,033	6,193	263	424	964	366	1,554	394	1,186	1,042
1984.....	7,442	6,492	269	446	1,004	374	1,641	420	1,275	1,064
1985.....	7,511	6,663	259	444	999	381	1,699	446	1,347	1,089
1986.....	7,403	6,565	205	404	951	374	1,678	450	1,383	1,119
1987.....	7,559	6,518	182	345	932	382	1,643	445	1,446	1,143
1988.....	7,702	6,647	185	328	959	390	1,652	439	1,520	1,174

Figure 6

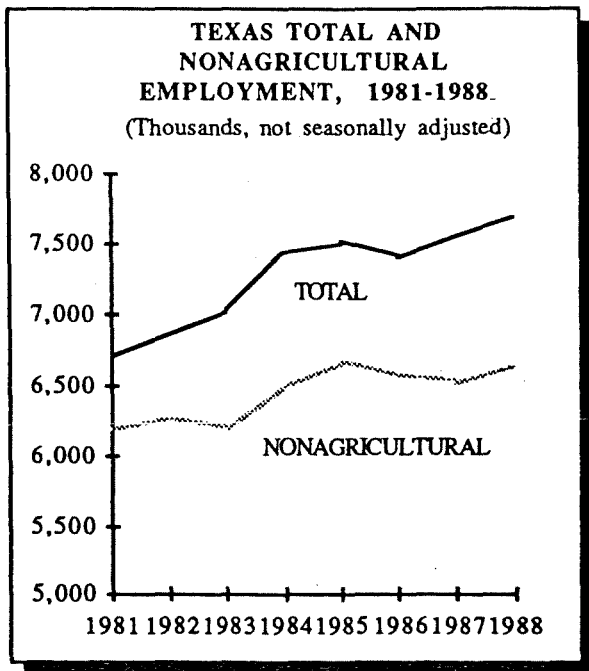
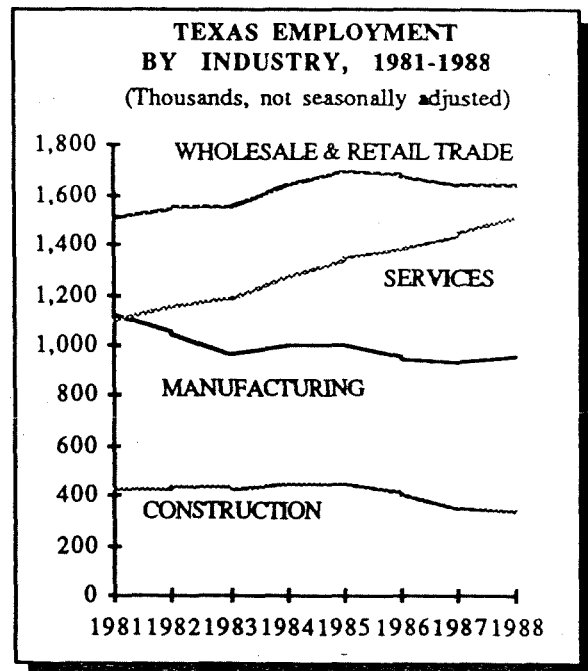


Figure 7



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

6). The surprising development in the state in recent years has been the remarkable growth in employment in the sector filling the gap between total and nonagricultural employment. This sector is made up of a very mixed bag of subparts, including not only agricultural employment but the self-employed, unpaid family workers and private household workers as well. Employment in this sector rose to just over a million in 1988, more than doubling since 1981. Its employment is up approximately 25 percent just since 1985. State labor market analysts are exploring possible explanations for this continuing phenomenon.

The 1985 distribution of employment by major industry is shown in Figure 7. The traditional Goods-Producing industries -- Agriculture, Mining, Construction and Manufacturing -- accounted for only about 28 percent of state employment in 1985.¹⁵ Manufacturing, still the largest industry in this sector, contributed fewer than one in seven jobs. On Service-Producing side, the major industries were Services at just under 29 percent and Wholesale/Retail Trade with 24 percent of employment. In the 1984-85 to 1988 period, there have been some very definite winners and losers in terms of employment change. The two biggest losers were: Mining -- predominantly oil and gas extraction in Texas -- that has fallen by about 40 percent (118,000 jobs) since its 1982 peak and by more than 25 percent since 1985; and Construction which is down by 118,000 (26 percent) since 1984. Manufacturing and Finance, Insurance and Real Estate (FIRE) have also experienced significant losses over this period, 35,000 (3.5 percent) and 47,000 (2.7 percent), respectively. In addition to Agriculture, the major winners have been Services and Government, neither of which has experienced a decline since 1980. The Service industry has grown by 173,000 jobs (13 percent) since 1985, while Government gained about 85,000 jobs (more than seven percent) over this period.

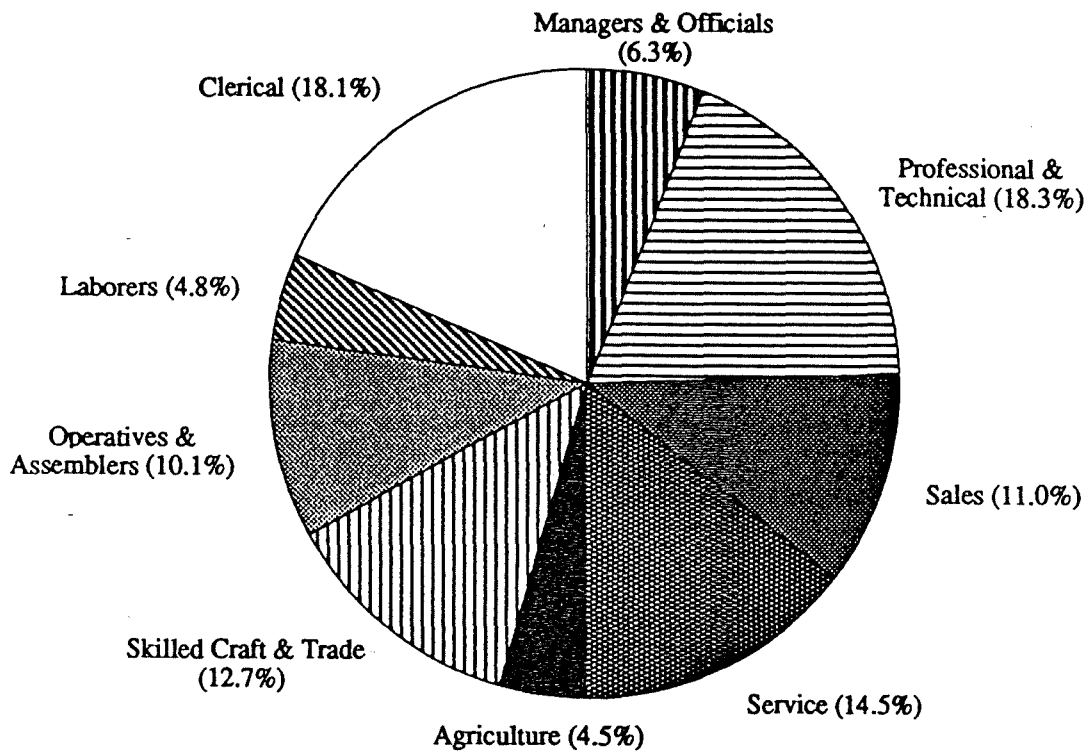
The distribution of Texas employment by major occupation is shown in Figure 8. This distribution of employment is based on the most recent Occupational Employment Statistics (OES) surveys conducted in 1984, 1985 and 1986.¹⁶ In 1985, the traditional White Collar occupations -- Professional and Technical, Managers and Officials, Sales and Clerical -- constituted well over half (53.7 percent) of the state's employment. The three leading occupations were Professional and Technical (18.3 percent), Clerical (18.1 percent) and Service (14.5 percent). This last category is not to be confused with the Service industry.

Turning to a brief look at employment by area, it should be noted that more than three-fifths of total state employment is found in only six of the state's 28 Metropolitan Statistical Areas (MSAs) -- Austin, Dallas, El Paso, Ft. Worth-Arlington, Houston and San Antonio. In only a few of these areas does there appear to be evidence of a strong upward

¹⁵While the figures for total state employment in 1985 are approximately equal in this and the preceding table, the distribution among major division differs noticeably. The figures given here for the 1985 distribution allocate the difference between total and total non-agricultural employment -- largely the self-employed, non-profit and others -- across the major divisions. This allocation affects the figures for all industry divisions, some more so than others. In both cases, the source of the employment figures is a combination of the ES-202 series on employment in (UI) covered employment and the ES-790 series, the establishment survey.

¹⁶Texas Employment Commission (1988). This document also contains more information on the OES methodology.

Figure 8
1985 Texas
Occupational Employment Distribution



trend in employment over the 1984-85 to 1988 period, especially in total nonagricultural employment. (Tables and figures showing the trends in employment in these MSAs are contained in Appendix C.) Where there is such a trend, not surprisingly, it tends to be led by the Service and Government industries.

2. Projected Employment, Statewide

The employment projections presented here are the most recent figures available from the Texas Employment Commission in the publication Texas Jobs 1995. These are based on both the OES data for the state and an Industry/Occupational (I/O) matrix developed by the Texas State Occupational Information Coordinating Committee (SOICC) in part to estimate occupational staffing patterns by industry. These projections derive from a base of some 550 detailed occupations and more than 400 detailed industries in the state. While the basis for those projections is provided in the source referenced above, it is important to point out a number of the key assumptions which underlie them. These assumptions are as follows:

- Unemployment in Texas will approach six percent by 1995;
- No major event (e.g., energy shortage, wars, etc.) will significantly alter the industrial structure of the economy or the rate of economic growth;
- The national economic institutional framework will not change radically;
- Current social, technological and scientific trends will continue, including values placed on work, education, income and leisure; and
- A decline in the rate of labor force expansion is expected.

Total employment is projected to increase by about 1.5 million jobs (20 percent) from 1985 to 1995, rising to just over nine million (Table 4). With this growth, employers will need an additional 420,000 workers each year, some 160,000 due to actual job growth and another 260,000 from employment separation or turnover. Employment growth in the service sector is expected to dominate that in the goods-producing industries. The patterns of projected employment change by major industry may be slightly surprising in particular instances given recent developments. Mining employment is expected to continue its decline, while the following industries are projected to grow slowly over the period (with percent growth in parentheses): Agriculture (4.9 percent), Government (10.3 percent) and Construction (12.7 percent). Note that the increases in government employment are from state and local expansion, not from federal employment which is projected to decline over the period. Modest or near-average growth is projected for Manufacturing (17.2 percent), Finance, Insurance and Real Estate (FIRE) (19.8 percent), Trade (20.0 percent) and Transportation and Public Utilities (23.1 percent). The Service industry will continue its rapid expansion with projected growth of 30 percent by 1995.

There are many ways to isolate or identify jobs in demand. Two common approaches are selecting those with the greatest absolute change in employment and those

Table 4

Texas Employment by Industry for 1985
and Projections to 1995

Industry Title	Annual Average Employment		Change in Employment 1985-95	Percent Change 1985-95	Annual Growth Rate
	1985	1995			
Total, All Industries	7,509,950	9,022,700	1,512,750	20.14%	2.00%
Agriculture, Forestry & Fishing	259,000	271,600	12,600	4.86%	0.50%
Mining	268,200	256,000	-12,200	-4.55%	-0.50%
Construction	532,600	600,400	67,800	12.73%	1.30%
Manufacturing	1,032,200	1,199,600	176,400	17.09%	1.70%
-Durable	601,750	700,850	99,100	16.47%	1.60%
-NonDurable	421,450	498,750	77,300	18.34%	1.80%
Transportation, Comm., Public Util.	445,500	548,450	102,950	23.11%	2.30%
Wholesale/Retail Trade	1,830,400	2,196,150	365,750	19.98%	2.00%
Finance, Insurance, Real Estate	482,550	578,300	95,750	19.84%	2.00%
Services	2,172,500	2,825,250	652,750	30.05%	3.00%
Government	496,000	546,950	50,950	10.27%	1.00%
-Federal	172,700	156,100	-16,600	-9.61%	-1.00%
-State*	96,200	117,600	21,400	22.25%	2.20%
-Local*	227,100	273,250	46,150	20.32%	2.00%

* Excludes Education and Hospitals

Sources: Texas State Occupational Information Coordinating Committee;
Texas Employment Commission

Table 5

Top Twenty Texas Industries
(Ranked by Absolute Growth)

Industry Title	Annual Average Employment 1985	Change in Employment 1985-95	Annual Growth Rate
Educational Services, Total*	581,400	184,650	3.18%
Health Services, Total*	440,950	166,100	3.77%
Eating and Drinking Places, Total*	407,300	118,450	2.91%
Business Services, Total*	342,250	111,350	3.25%
Wholesale Trade, Durables	263,077	49,762	1.89%
Food Stores, Total	238,900	36,700	1.54%
Electrical and Electronic Equipment*	116,500	32,900	2.82%
General Merchandise Stores, Total	159,850	31,950	2.00%
Special Trade Contractors, Total	258,800	31,600	1.22%
Wholesale Trade, Non-Durables	165,526	31,311	1.89%
Miscellaneous Retail Stores, Total	178,400	30,500	1.71%
Miscellaneous Services, Total	128,850	27,800	2.16%
Auto Dealers & Recreational Vehicles	160,900	27,450	1.71%
Communications, Total* -	90,200	26,500	2.94%
Social Services, Total*	88,400	26,300	2.98%
Membership Organizations, Total*	87,500	25,750	2.94%
Personal Services, Total	109,150	25,550	2.34%
Printing and Publishing, Total*	79,350	23,800	3.00%
Trucking and Warehousing, Total	107,750	23,500	2.18%
Insurance Carriers, Total	101,000	23,300	2.31%

Sources: Texas State Occupational Information Coordinating Committee;
Texas Employment Commission

Table 6

Twenty Fastest Growing Texas Industries
(Ranked by Annual Growth Rate)

Industry Title	Annual Average Employment 1985	Change in Employment 1985-95	Annual Growth Rate
Motion Pictures, Total	9,600	3,750	3.91%
Air Transportation, Total	46,400	17,750	3.83%
Health Services, Total*	440,950	166,100	3.77%
Business Services, Total*	342,250	111,350	3.25%
Legal Services, Total	44,000	14,050	3.19%
Educational Services, Total	581,400	184,650	3.18%
Museums, Art Galleries, and Zoos, Total	2,050	650	3.17%
Miscellaneous Durable Goods, Total	14,450	4,500	3.11%
Printing and Publishing, Total*	79,350	23,800	3.00%
Social Services, Total*	88,400	26,300	2.98%
Membership Organizations, Total*	87,500	25,750	2.94%
Communications, Total*	90,200	26,500	2.94%
Transportation Equipment, Total	79,600	23,250	2.92%
Eating and Drinking Places, Total*	407,300	118,450	2.91%
Security & Commodity Brokers, Dealers	16,200	4,650	2.87%
Electrical and Electronic Equipment*	116,500	32,900	2.82%
Local and Interurban Transit, Total	9,200	2,550	2.77%
Holding & Other Investment Offices, Total	17,150	4,650	2.71%
Credit Agencies, Other than Banks, Total	62,300	16,400	2.63%
Paper and Allied Products, Total	23,050	5,700	2.47%

Sources: Texas State Occupational Information Coordinating Committee;
Texas Employment Commission

with the greatest percent change in employment. Tables 5 and 6 demonstrate the results of these two approaches, listing the top 20 selected under each approach but omitting those detailed industries in which 1985 employment levels were below 1,000 statewide. Each list provides 1985 employment levels, percent and absolute employment change from 1985-1995 for each detailed (two-digit Standard Industry Classification, or SIC) industry. There is considerable overlap between these two Top 20 listings: nine of the detailed industries, marked with an asterisk (*), show up on both lists.

The projected employment increases by major occupation from 1985 to 1995 are provided in Table 7. The detailed occupational projections are contained in Texas Jobs 1995. Both in absolute and in percent terms, the greatest growth over this period is projected in the Professional and Technical and in the Service Occupations. Professional jobs are projected to increase by more than 390,000 (28 percent) and Service jobs by almost 309,000 (also by 28 percent). Sales and Related Occupations and Managers and Officials also are projected to increase faster than employment in all occupations -- by around 21 percent each over the period. Of the traditional white collar occupations, only the Clerical and Administrative Support category is expected to post below-average growth, although still increasing by some 205,200 jobs by 1995. All of the blue collar occupations are projected to grow more slowly than average, with Agriculture, Forestry and Fishing barely increasing at all (around 1 percent) over the period.

As with the earlier analysis looking at the top 20 growth industries, Tables 8 and 9 show the top 20 occupations, those with the greatest absolute change in employment and those with the greatest percent change in employment. Again, occupations in which 1985 employment levels were below 1,000 statewide have been omitted from consideration. Each list provides 1985 employment levels, the percent and absolute employment change from 1985-1995 for each detailed (OES) occupation. Note that unlike the lists by industry, only one occupation, the All Other Teacher category indicated by an asterisk (*), shows up on both lists.

B. Demand-Related Issues

The analysis of Texas employment by occupation and industry provided above characterizes the demand for workers generally. This offers a useful context, however it only begins to touch on the real issues of the demand for potential JOBS participants, most of whom bring to the market numerous disadvantages. These disadvantages are expected to take the form of low levels of educational achievement, inadequate job training and insufficient work experience especially. There are likely to be others as well. By definition, these participants also have considerable needs for income in the immediate and longer-term to support their families. To address the labor market demand for potential JOBS participants, it is necessary to take a more selective approach.

The labor market demands suggested by an examination of growth industries and occupations lead to a number of jobs which are neither relevant or appropriate. Many of the jobs are irrelevant in that they require levels of education which are too high or periods

Table 7

Texas Employment by Occupation for 1985
and Projections to 1995

Occupation Title	Annual Average Employment		Change in Employment 1985-95	Percent Change 1985-95	Annual Growth Rate
	1985	1995			
Total, All Occupations	7,509,950	9,022,700	1,512,750	20.14%	2.00%
Managers and Officials	475,650	574,350	98,700	20.75%	2.08%
Professional and Technical	1,371,750	1,762,750	391,000	28.50%	2.85%
Sales and Related Occupations	828,150	1,005,050	176,900	21.36%	2.14%
Clerical and Admin. Support	1,361,850	1,567,050	205,200	15.07%	1.51%
Service Occupations	1,085,500	1,394,050	308,550	28.42%	2.84%
Agriculture, Forestry and Fishing	335,000	339,050	4,050	1.21%	0.12%
Skilled Craft and Trade	950,400	1,097,450	147,050	15.47%	1.55%
Operatives and Assemblers	759,650	890,550	130,900	17.23%	1.72%
Laborers	342,000	392,400	50,400	14.74%	1.47%

Source: Texas Employment Commission.

Table 8
Top Twenty Texas Occupations
(Ranked by Absolute Growth)

Occupational Title	1985 Texas Employment	Percent Change 1985-1995	Absolute Change 1985-1995
Cashiers	159,000	32%	50,200
All Other Secretaries	197,300	21%	40,950
Salespersons, Retail	237,850	17%	39,550
Truck Driver, All	175,850	22%	37,950
Registered Nurses	68,150	52%	35,550
General Managers	168,450	20%	34,350
Janitors and Cleaners	103,900	30%	31,050
Waiters and Waitresses	86,350	32%	27,400
All Other Teachers*	63,200	42%	26,800
Secondary Teachers	90,000	28%	25,400
General Office Clerks	180,100	14%	24,550
Elementary Teachers	74,400	32%	23,700
Other Food Service Workers	89,050	26%	23,550
Nursing Aides/Orderlies	61,050	35%	21,650
Accountants/Auditors	76,600	26%	20,300
Main Repairers, General	80,350	25%	19,900
Food Prep. Workers	62,150	31%	19,250
Other Helpers/Laborers	142,950	13%	18,050
First Line Super., Clerical	73,350	21%	15,600
Licensed Practical Nurses	48,700	30%	14,800

Sources: Texas State Occupational Information Coordinating Committee;
Texas Employment Commission

Table 9
Twenty Fastest Growing Texas Occupations
(Ranked by Percentage Growth)

Occupational Title	1985 Texas Employment	Percent Change 1985-1995	Absolute Change 1985-1995
Paralegal Personnel	3,650	63%	2,300
Medical Assistants	7,183	54%	3,907
Home Health Aides	13,450	54%	7,250
Registered Nurses	68,150	52%	35,550
Medical Records Technician	2,200	50%	1,100
Welfare Service Aides	3,850	49%	400
Electrical Engineers	28,600	46%	13,050
Flight Attendants	6,800	46%	3,100
Respiratory Therapists	4,300	45%	1,950
Surgical Technicians	2,100	45%	950
Computer Programmers/Aides	28,550	45%	12,900
Ushers/Lobby Attendants	2,400	44%	1,050
Physical Therapists	3,600	43%	1,550
Bus Drivers, School	15,000	43%	6,450
Medical Scientists	1,050	43%	450
Reservation Agents	8,968	43%	3,819
All Other Teachers*	63,200	42%	26,800
Taxi Drivers/Chauffeurs	4,700	41%	1,750
Non-Voc. Ed Instructors	4,700	41%	1,950
Advertising Clerks	1,450	41%	600

Sources: Texas State Occupational Information Coordinating Committee;
Texas Employment Commission

of training which are too long relative to the preparation which most JOBS participants begin with. For example, few participants could realistically be expected to become Electrical Engineers or Medical Scientists despite the inclusion of these two occupations on the Top 20 lists. Post-college education levels are likely to be well beyond the reach of most participants. By the same token, many jobs may be inappropriate for JOBS participants due to the low wage levels offered or other conditions accompanying the job. For many service sector jobs, the prevailing wages are inadequate to raise a 3- or 4-person family above the poverty level or to keep them from returning to welfare. It should be noted that, other things being equal, the availability of 12-month transitional child care and Medicaid may make low-wage jobs more acceptable in the short run; but if turnover rates remain high in these low-wage jobs, the availability of transitional services may only increase the cost of placing participants in them over the long run.

1. Selection Criteria

Within the constraints of the available data, this discussion suggests a number of selection criteria for a targeted approach to exploring the labor market demand for potential JOBS participants. Ideally, the jobs selected would be those with above-poverty wage rates, career ladders, fringe benefits, relatively low education and training requirements and sufficient numbers of current and projected job openings. Data limitations and available methods require settling for less.

Fortunately, the Texas SOICC has recently developed a method to conduct just this type of targeted labor market analysis. The Occupational Evaluation Model-Career Information Delivery System (OEMCIDS) developed under contract to SOICC allows analysts to specify criteria -- ranging from current employment levels and projected job openings by occupation to environmental restraints, training requirements and wages -- for selecting occupations of interest.¹⁷ The OEMCIDS model also makes it possible to obtain detailed information on the occupations in terms of their employment patterns by industry, the codes for related training programs, etc. At this time, the model still is lacking the educational requirement field and is available only at the state level.

The criteria used for selecting the targeted occupations were as follows:

- Wages: \$4.50 per hour and over. Only those jobs with a wage rate of at least \$4.50 an hour have been selected on the rationale that full-time earnings at the wage paid should be sufficient to raise a three-person family

¹⁷Texas SOICC (1988). The reader is advised to review the presentations in this document concerning the limitations inherent in the data and in the model. There are many limitations affecting the wage data, most of which are spelled out in some detail in Appendix C of the SOICC report. Not the least of these is that, since there is no single source of wage data, the data must be assembled from disparate sources, including national median weekly wage data from the Bureau of Labor Statistics, wages by occupation from employer job orders filed with TEC, and others. Starting wages are not available of course.

(the average AFDC case) to roughly the poverty level (estimated at approximately \$9,430 in 1988).¹⁸

- Training Time: a Specific Vocational Preparation Time (SVPT) value of from four-six. Only those occupations which require a training time of at least three months (SVPT=four) but no more than two years (SVPT=six) have been selected on the following rationale: training of less than three months would offer little of substance to the participants; and few participants could afford to participate in longer-term training. With the JOBS program constraints, little longer-term training would be offered. This range seems reasonable.
- Current Employment: current (1988) occupational employment of at least 5,000 statewide. Only those occupations with sufficient current employment activity statewide to merit targeting job placement efforts for significant numbers of participants have been selected.
- Annual Average Openings: annual average job openings of at least 500 per year. Only those occupations with sufficient annual job openings (based on the 1985-1995 projections) to merit targeting participant placement efforts have been selected.

The absence of the education requirements variable from the data base clearly represents a major limitation, as does the unavailability of area-specific analytical capability in the OEMCIDS model.

C. Current and Projected Demand for JOBS Participants

From the more than 550 OES occupations which constitute SOICC's statewide data base, 55 were selected initially as a result of the targeting process. From this list, a number were deleted because of obvious educational requirements or the sophisticated nature of the work involved. Others were deleted due to low employment growth rates. Table 10 provides the resulting list of 46 targeted occupations which were selected as both relevant and appropriate for potential JOBS participants. Detailed information is provided for each, including: current (1988) Texas employment; annual average job openings based on TEC projections to 1995; current (1988) national employment; total TEC-projected (1995) employment; the annual separation (turnover) rate; the SVPT value; the ratio of job growth to job replacement openings; licensing requirements (Y/N); the percent females employed; the wage rate; the percent minority employed; the percentage change in employment

¹⁸The 1988 poverty levels have been calculated based on recent reports from the Center on Budget and Policy Priorities estimating and updating the federal series. See: Shapiro and Greenstein (April 1988). The U.S. Department of Health and Human Services recently released updated poverty guidelines for 1989 (Federal Register, February 16, 1989). The 1989 poverty levels were \$10,060 for a family of three and \$12,100 for a four-person family.

projected from 1985-1995; and the absolute change in employment projected from 1985-1995.¹⁹

In addition, a listing of these 46 occupations is provided in Appendix D, giving detailed information for each occupation from the SOICC model. This format provides all the information contained in summary Table 10, as well as the following items: the corresponding Dictionary of Occupational Titles (DOT) code for the occupation; a brief, one-paragraph occupational description; a list of related educational programs expressed in terms of Classification of Instructional Program (CIP) codes; and industrial staffing patterns, showing the 3-digit (SIC) industries where that occupation is found and the share of its employment in the industry.

Several additional points can be made concerning this list of targeted occupations. First, from the table it is clear that females and minorities constitute widely varying percentages of the employment in these occupations. The percent female ranges from 0.2 percent (Concrete/Terrazo Finishers) to just over 99 percent (All Other Secretaries), while the minority share varies by much less, ranging from just under 8 percent (Business Service Agents) to around 47 to 49 percent (Gardeners and Groundskeepers and Concrete/Terrazo Finishers, respectively). Regarding the share of females employed in these occupations, it is important to note that these occupations have been selected with both AFDC-Basic and AFDC-UP JOBS participants in mind. Jobs in traditionally male occupations may be difficult for female welfare mothers to gain access to but would not present the same problems for predominantly male UP participants. Given the high percentage of welfare recipients who are minorities -- more than three out of four in Texas -- the JOBS program may encounter particular difficulty in penetrating those occupations with little history of minority employment.

Second, it is interesting that none of the occupations selected had any environmental restrictions. SOICC's data base contains measures pertaining to 14 possible restrictions, including exposure to temperature extremes, noise, vibration, exposure to electrical shock, and working with explosives, among others. Fortunately, none of those selected through this process had such restrictions.

Third, while this list of occupations suggests types of jobs which might be the focus of training efforts and targeted job development/placement activities on a statewide basis for the JOBS program, no guarantee exists that any or all of these will actually hold up over time or that they will be available and appropriate to emphasize in all areas of the state. In fact, it is almost a sure bet that they will not. Labor market information by its very nature takes time to collect, assemble and analyze, making it less timely than it should be.²⁰ There simply can be no substitute for knowledgeable program staff working to train

¹⁹Other information is available from the Texas SOICC concerning these occupations but was either thought to be less important for the purposes of this analysis or less reliable than most of the other items included. Additional items available include: the number of unemployed applicants; estimated labor supply; environmental restrictions; and the occupational specialization coefficient (the degree to which the occupation is concentrated in Texas relative to the nation).

²⁰For more on the opportunities and limitations of labor market information, see: McKee and Froeschle (1985); and Wegmann, Chapman and Johnson (1985).

Table 10
Targeted Texas Occupations for Potential JOBS Participants

Occupational Title	Current Occupational Employment	Annual Average Job Openings	National Occupational Employment	Total Projected Employment	Occupational Separation Rates	SVPT	Growth To Replace Ratio	Licensing ?	Percent Female	Wage Rates	Percent Minority	Percent Change 1985-1995	Absolute Change 1985-1995
Truck Driver, All	175,850	9,748	1,915,265	213,800	2.65%	4	0.64	N	2.2%	\$9.27	21.5%	21.58%	37,950
All Other Secretaries	197,300	8,689	2,160,275	238,250	2.68%	6	0.89	N	99.1%	\$6.48	16.6%	20.75%	40,950
Nursing Aides/Orderlies	61,050	5,580	1,076,625	82,700	3.77%	4	0.63	N	90.4%	\$5.15	37.4%	35.46%	21,650
Gardeners/Groundskeepers	49,200	5,157	564,250	56,400	5.70%	4	0.16	N	5.5%	\$5.55	46.7%	14.63%	7,200
Sales Supervisors	68,850	5,072	771,847	82,900	4.39%	5	0.38	N	31.8%	\$9.80	8.7%	20.40%	14,050
Stock Clerks, Sales Floor	73,050	4,736	1,016,689	82,000	4.98%	4	0.23	N	76.8%	\$7.88	27.7%	12.25%	8,950
Licensed Practical Nurses	48,700	3,894	586,060	63,500	3.50%	6	0.61	Y	97.0%	\$7.50	31.0%	30.39%	14,800
Hairstylist/Cosmetologist	36,650	2,942	287,097	48,300	3.54%	6	0.66	Y	89.3%	\$5.20	13.9%	31.78%	11,650
Cooks, Institution	34,050	2,691	356,632	45,900	3.84%	6	0.79	N	50.1%	\$5.34	26.0%	34.80%	11,850
Other Service Supervisors	31,700	2,461	165,000	40,400	4.03%	6	0.55	N	44.9%	\$8.18	21.3%	27.44%	8,700
Cooks, Restaurant	31,000	2,440	434,568	41,800	3.84%	6	0.79	N	50.1%	\$5.18	26.0%	34.84%	10,800
Receptionist	54,050	2,194	582,859	61,100	3.25%	4	0.47	N	97.5%	\$5.45	22.7%	13.04%	7,050
Auto Mechanics	38,150	1,942	534,925	46,300	2.37%	6	0.72	N	0.6%	\$8.10	16.7%	21.36%	8,150
Home Health Aides	13,450	1,799	109,793	20,700	6.16%	6	0.67	N	84.0%	\$5.15	29.7%	53.90%	7,250
Teacher Aides/Assistants	20,550	1,603	289,491	29,000	2.14%	6	1.12	N	95.1%	\$4.95	30.9%	41.11%	8,450
Bus Driver, School	15,000	1,359	308,361	21,450	3.83%	4	0.90	N	47.5%	\$7.33	44.7%	43.00%	6,450
Plumbers/Pipefitters	27,450	1,154	309,141	31,800	2.91%	5	0.60	Y	1.2%	\$13.65	27.3%	15.84%	4,350
Salespersons, Parts	24,100	1,092	276,739	28,550	2.54%	6	0.69	N	8.4%	\$6.85	11.8%	18.46%	4,450
Sports Instructors	10,900	959	131,227	14,650	4.72%	6	0.63	N	22.6%	\$10.68	15.3%	34.40%	3,750
Other Machine Main Mechanic	21,300	927	239,489	24,650	2.83%	6	0.57	N	0.8%	\$10.07	11.0%	15.72%	3,350
Adjustment Clerks	17,100	912	131,168	21,800	2.40%	5	1.07	N	74.0%	\$7.35	26.8%	27.48%	4,700
Word Processing Typist	18,850	876	236,148	23,750	2.51%	4	1.25	N	94.6%	\$6.89	28.8%	25.99%	4,900
Billing Clerks	17,350	822	291,895	21,200	2.78%	4	0.88	N	89.0%	\$6.62	16.1%	22.19%	3,850
Correction Officers	12,350	786	163,001	17,200	2.17%	4	1.59	Y	15.5%	\$9.05	25.0%	39.27%	4,850
Tellers	31,300	781	507,175	34,450	1.33%	5	0.68	N	90.6%	\$5.78	19.0%	10.06%	3,150
Bill and Account Collector	10,100	765	101,715	13,300	3.28%	4	0.72	N	65.6%	\$7.10	18.4%	31.68%	3,200
Other Mechanic/Installer	14,750	765	231,667	17,700	3.01%	4	0.64	N	5.7%	\$9.10	32.2%	20.00%	2,950
Medical Assistants	7,183	759	103,805	11,090	2.55%	6	1.34	N	90.4%	\$6.05	37.4%	54.39%	3,907
Drafters	24,850	751	312,183	29,000	1.94%	6	1.23	N	15.8%	\$7.41	12.9%	16.70%	4,150
Computer Operators	19,600	742	230,824	25,400	1.01%	6	3.52	N	66.0%	\$7.95	20.2%	29.59%	5,800
Auto Body Repairers	14,650	713	147,534	18,050	1.93%	5	0.92	N	1.5%	\$6.65	15.0%	23.20%	3,400
Loan and Credit Clerks	12,850	687	138,797	15,800	3.02%	4	0.76	N	65.6%	\$7.05	28.4%	22.95%	2,950
Recreation Workers	10,000	676	149,419	12,600	3.20%	6	0.63	N	69.3%	\$5.80	28.2%	26.00%	2,600
Street Vendor/Solicitors	8,200	667	93,370	10,600	4.02%	4	0.56	N	32.2%	\$7.06	19.5%	29.26%	2,400
Wholesale/Retail Buyers	11,600	661	160,059	13,450	3.80%	6	0.38	N	49.5%	\$9.93	17.3%	15.94%	1,850
Production Clerks	18,050	634	201,881	19,750	2.85%	4	0.37	N	46.8%	\$7.95	12.8%	9.41%	1,700
Other Health Service Workers	5,250	600	84,818	7,400	6.56%	5	0.57	N	84.0%	\$6.05	22.7%	40.95%	2,150
Precision Inspector/Tester	12,350	600	219,567	14,650	3.31%	6	0.63	N	23.0%	\$11.57	19.5%	18.62%	2,300
Bus Driver	8,100	600	131,450	10,450	3.83%	4	0.65	N	43.5%	\$7.78	44.6%	29.01%	2,350
Business Services Agents	9,950	585	135,233	12,800	3.40%	5	0.95	N	47.2%	\$9.93	7.9%	28.64%	2,850
Insurance Processing Clerk	12,100	580	136,439	14,250	3.02%	4	0.61	N	91.7%	\$7.27	27.3%	17.76%	2,150
Mechanic Helpers	12,100	577	112,429	14,300	2.33%	5	0.62	N	21.5%	\$5.77	34.6%	18.18%	2,200
Concrete/Terrazzo Finisher	13,650	566	90,856	15,850	2.38%	5	0.64	N	0.2%	\$13.00	49.1%	16.11%	2,200
Library Assistants	11,210	564	95,051	12,406	2.93%	4	0.31	N	77.0%	\$4.75	20.3%	10.67%	1,196
Radiologic Tech/Technols	7,400	562	106,543	10,300	1.13%	6	1.08	N	70.6%	\$9.58	11.2%	39.18%	2,900
Dispatchers, All Other	10,600	558	117,581	13,000	2.80%	4	0.74	N	45.7%	\$8.33	12.5%	22.64%	2,400

Source: University of Texas analysis of Texas SOICC data.

and place program participants, while working hand-in-hand with locally-based private and public employers.

The level of current (1988) employment demand indicated from this list of targeted occupations ranges all the way from a low of only 5,250 jobs for Other Health Service Workers to very high employment levels of 175,500 for Truck Drivers and 197,300 for All Other Secretaries, with several others at the 50,000-plus level. Note that the selection criteria ruled out occupations with fewer than 5,000 employees statewide.

In terms of future demand, all of the occupations included on this list have substantial numbers of projected job openings over the next ten years. While there are a number of occupations posting as few as 500-600 annual average job openings in the period from 1985-1995 -- including Radiological Technicians and Technologists, Business Services Agents, Library Assistants, and Production Clerks -- there are others which are projected to have more than 5,000 annually -- including Sales Supervisors, Nursing Aides/Orderlies, Gardeners/Groundskeepers, All Other Secretaries and Truckdrivers.

The separation rates for these occupations vary widely as might be expected, ranging from about one percent per year for Computer Operators to over 6.5 percent for Other Health Service Workers. In addition, a measure related to the occupational separation rate is the growth-to-replacement ratio which indicates the extent to which projected employment demand results from expansion or simply to filling positions opened by job turnover. Occupations with ratios of one or over have more jobs projected to be filled from real growth than from job turnover. Fully eight of the targeted occupations have ratios in excess of one; the Computer Operators occupation has a ratio of over 3.5, indicating more than three times as many of its annual job openings are generated by growth than by job replacement. Of course, some occupations exhibit substantially lower ratios -- the low-end being around 0.16 (Gardeners/Groundskeepers) to 0.23 (Stock Clerks) -- while still posting large numbers of job openings over the time period. The availability of transitional services benefits may have some marginal effect on occupational separation rates and the growth-to-replacement ratios over time.

Finally, even utilizing the selection process for choosing this list of targeted jobs, there is still a wide range of projected growth rates for these occupations. The percent employment growth projected from 1985-1995 ranges from a lows of ten percent or less for Tellers, Library Assistants and Production Clerks, to highs of over 50 percent for Medical Assistants and Home Health Aides.²¹ And, several of the targeted occupations have projected growth in the 40 percent-plus range. Again, the availability and growth prospects for any of these occupations will differ by area.

²¹The inclusion of the Home Health Aides occupation on this list is particularly interesting in light of DHS' participation in the national AFDC Homemaker-Home Health Aides Demonstration in the mid-1980s. For more on this project and evaluation findings, see: Orr and Bell (1987).

IV. Major Barriers to Service Delivery Under JOBS

This section begins with a summary assessment of the needs of potential JOBS participants based on available national and state research on welfare populations and welfare-to-work programs. Following this assessment, the current Texas delivery system - encompassing systems from support and transitional services to education and job placement -- is described, and the major barriers to delivering services to potential JOBS participants are presented by system.

A. JOBS Participant Needs: A Summary Assessment

1. Support Services

Support services delineated in the Family Support Act include child care, transportation, and child support enforcement. Case management is also referred to in the Act and considered a support service since it provides the linkage between the client and resources.

Child Care

The Family Support Act requires that child care be a major aspect of service delivery to AFDC recipients whether they are JOBS participants or locate training or employment themselves. At the present time, DHS is providing child care to only 2.6 percent of the total population of children of AFDC recipients.²² It is estimated that only ten percent of Texas children from low-income families in need of child care because one or more parents are working are presently receiving such care.²³

It is difficult to predict the numbers of AFDC caretakers who will use child care services under the JOBS program. The numbers are contingent on many factors, including:

- The numbers of caretakers for whom education, training, and employment services are available once they register for employment services and for whom DHS deems child care is needed;
- The numbers of AFDC recipients obtaining jobs;
- The criteria DHS uses to determine child care need;
- The numbers of women willing and/or able to pay the co-payments to use transitional child care services;

²² Texas Department of Human Services (1988).

²³ Lein, Hadden, and Williams (1988).

- The methods used by DHS to promote the availability of child care to potentially eligible recipients;
- The accessibility, availability and quality of child care; and
- The willingness of recipients to use formal as opposed to informal child care arrangements, particularly for those Black and Hispanic recipients.

How DHS chooses to promote child care to recipients is a critical factor. If, like some of the GAIN programs in California, paid child care in a DHS facility is presented only after all other options have been explored, use will probably be lower. If the choice of facilities is limited and they are located in areas that are not close to recipients' homes, have hours that are not consistent with those needed by recipients, or are not receptive or supportive of cultural and lifestyle backgrounds of recipients, utilization may also be lower.²⁴ If, however, DHS promotes to its clients those child care programs that ensure quality care, are affordable and accessible to clients, and are sensitive to cultural and lifestyle diversity, and promotes child care as an option equally to all clients, utilization is likely to be higher.

A major factor that must be considered in establishing projected child care need in Texas are the large numbers of Hispanic and Black families that are likely to be on the AFDC-Basic and AFDC-UP caseload. Studies suggest that these populations are less likely to use formal child care programs and more likely to rely on informal networks, including families and friends.²⁵ Publicity regarding sexual abuse at child care programs, particularly in the heavily-Hispanic Valley area of Texas, has raised additional concerns about formal child care programs. Preliminary results of the AFDC-UP survey conducted by the School of Social Work suggest that many potential recipients, particularly those in the Valley, would not use formal child care programs if offered a choice.²⁶ Given the present status of child care programs in Texas, it is anticipated that Blacks and Hispanics will be less likely to use formal child care programs than Caucasians.

Based on a study of AFDC recipients conducted by the School of Social Work at The University of Texas at Austin, pilot employment programs conducted by the Texas Department of Human Services, results of the GAIN jobs program in California, and the federal Congressional Budget Office (CBO) report on welfare reform, it is estimated that 32 percent of clients eligible for child care will use the services provided by DHS.²⁷ This figure is slightly less than the national average suggested in the CBO report due to the Texas studies and others which suggest that minorities are less likely to use formal child care arrangements. The duration of transitional child care benefits is estimated to be nine months for those clients receiving other JOBS -related services and six months for those

²⁴ Martinson and Riccio (May, 1989).

²⁵ Ambrosino (1988), Ambrosino (1989), Garbarino (1982).

²⁶ Ambrosino (1989).

²⁷ Ambrosino (1988), Texas Department of Human Services (1989), Martinson and Riccio (May, 1989), Congressional Budget Office (1989).

receiving no services.²⁸ These estimates must be used cautiously, since the demand for child care will depend so strongly on other factors such as those identified above.

Transportation

The availability of reliable, inexpensive transportation plays a crucial role in the success of employment programs for welfare recipients. A 1987 study of AFDC recipients in Texas cited transportation as a major factor impeding employability and maintaining employment.²⁹ Often AFDC recipients must rely on a patchwork transportation system which includes using their own car, depending on others for rides, and using a public transportation system, i.e., bus or taxi. The UT study found that an estimated 50 percent of AFDC recipients rely on others or use public transportation to get to and from work. Some of the problems cited with using a public transportation system included limited bus service, inconvenient or unpredictable bus service, and the cost. Other problems included upkeep of cars, usually older models in poor condition, and problems relying on friends and relatives. Assistance with transportation was ranked by AFDC recipients as being the most beneficial service that could be provided in relation to getting and keeping a job.

Components of a JOBS program will be of minimal value if clients cannot participate due to transportation problems. The fact that child care is often not located close to education, training, and employment opportunities further complicates transportation problems for AFDC recipients.

The transportation needs in Texas, particularly those of the poor, differ from those in many other states. Texas is home to 28 MSAs, but also has vast rural areas covering roughly 262,000 square miles.³⁰ Different modes of transportation service delivery are needed in these large, sparsely populated areas. The challenge will be to create adequate, cost-effective rural-urban (intercity) and rural transportation services, as many Texans must travel more than 25 miles to work each way.³¹ Even in more urban areas, Texas lacks the extensive transportation systems often found in northern cities, partly due to the fact that Texans are independent individuals who view owning a car or a pick-up truck as a necessity. There is a great deal of stigma attached to using public transportation systems even when they are available, and poor ridership severely limits the convenience of transportation systems in many areas even when recipients use them.

Child Support

In Texas, the state agency designated to collect and enforce child support payments is the Office of the Attorney General (AG). Even though the number of cases followed by the AG's Office has increased 63 percent from 1983 to 1988, this number does not represent a service capacity that will meet the projected needs of eligible clients under the new welfare reform program. In FY 1987, the child support program collected 10.4

²⁸University of Texas at Austin Welfare Reform Project (1989).

²⁹Ambrosino (1989).

³⁰Pluta, Wright and Anderson (1982).

³¹U.S. Department of Commerce (1986).

percent of total collections due, compared to a national mean of 22.8 percent. Of the 41 states for which collection data were available, Texas ranked 39th.³²

Case Management

The role of the case manager is to help the client negotiate and use various services so that financial independence may be obtained. With the complexity and interdependence of services needed and the skills necessary to orchestrate these services, the effectiveness of the JOBS program initially depends upon the case manager's ability to assist the client in developing priorities and breaking the employability process into reasonable steps. Another component of the case manager's role is to evaluate other client needs and locate available resources to meet these needs, such as medical assistance and life skills training. These needs will vary from client to client; however, the ability of the case manager to assess and work towards empowering the client to find ways to overcome obstacles to obtaining employment is vital.

2. Program and Labor Market Needs

The AFDC-Basic recipients who are potential JOBS participants can be characterized as likely to be minority (75 percent), poorly educated even in terms of attainment -- more than 45 percent are estimated to have completed fewer than nine years of education, and lacking adequate work experience to prepare them for employment (only 41 percent had work experience in the previous year). More than half will have spent at least two of the past five years on AFDC. Of the AFDC-UP recipients who are potential JOBS participants a similar picture can be painted.

In addition, based on the experience with REFOCUS, preliminary site visits to programs serving welfare recipients in Texas and available research findings on other state and local welfare-to-work programs, it can be expected that the greatest need in terms of program intervention will be for education and remediation services.³³ Recent research on the role of educational achievement -- as contrasted with mere attainment -- reinforces the role which education must play in these efforts.³⁴ Not only will these services be needed by large numbers of potential participants, but they will need to be provided in such a way that participants can use them effectively. Moreover, it is also evident that, if participants are to gain access to stable, well-paying jobs which offer benefits and the potential for upward movement, the job training offered will need to be longer-term than that typically provided in the current systems. Training of only three-months' duration -- roughly the

³²U.S. Office of Child Support Enforcement (1988).

³³For a brief discussion of the REFOCUS participant needs, see: DHS (1989). For early findings from California's GAIN program, see: Riccio, et. al. (1989) and Wallace and Long (1987). In addition, for a recent report on welfare-employment coordination in a number of sites across the nation, see: Burbridge and Nightengale (1989). While Gueron (1987) cautions against viewing all welfare recipients as homogeneous and emphasizes that job search can produce net impacts for some, few researchers disagree with the need for basic and remedial education in these programs.

³⁴See: Berlin and Sum (1988).

median stay in the Texas JTPA programs -- with a traditional placement component is unlikely to produce the desired results.³⁵

B. The Current Systems and Major Barriers to Service Delivery

Within the context of providing services to meet the needs of potential participants in the JOBS program, the current delivery system in Texas must be viewed as encompassing programs which run the gamut. These systems extend from the broad array of support services (e.g., child care and child support) to education, job training and job placement. Included also are possible mechanisms for providing the transitional services -- child care and medical insurance -- now mandated by the Family Support Act, conditional on increased employment and earnings. This section briefly characterizes these various service delivery systems in Texas, beginning with support services and ending with job training and job placement. Major barriers to service delivery are presented for each.

1. Support Services

In fact, there are multiple social service delivery systems in Texas, not simply one, unitary system. Because clients reside in inner-city neighborhoods as well as in rural counties, the degree of need, types of need, and the delivery system to meet current needs are not standardized throughout the state, nor are they distributed equally throughout Texas' 254 counties.

Child Care

A 1988-89 survey examined the Texas market for child care in terms of accessibility, usage, rates, and types of services provided.³⁶ Texas presently has 15,545 registered family day homes and 5,557 licensed child care centers, the latter with a maximum capacity of 443,614 children statewide. When the survey was conducted (July 1988 and January 1989), an average of 339,050 children were enrolled in child care programs. A comparison of this average to the capacity suggests that Texas licensed child care centers are presently operating at a statewide average capacity of 76.4 percent. However, there are differences in distribution of this operating capacity within counties and regions, with some counties and regions significantly underserved.

In 1988, DHS provided daily child care to 30,650 children statewide. Of these children, 6,572 were children of AFDC recipients.³⁷ Many of their parents were enrolled in education, employment, and training programs. The estimated availability of child care capacity to meet the projected demand, based on the number of AFDC recipients with children 0-15 years and the estimated child care capacity by county ranged from 6.2 percent

³⁵For a review of the Texas JTPA program and its employment and earnings outcomes, see: King and Schexnayder (December 1988).

³⁶University of Texas Welfare Reform Project (1989).

³⁷Texas Department of Human Services 1988 Annual Report(1989).

in Lamb County to over 100 percent in Collin County.³⁸ This range demonstrates the variation in need/demand relationships in the state.

A more specific concern that must be addressed is the reluctance of Hispanic and Black families to use existing formal child care services. Many of these services are located in white, middle class neighborhoods with all-white staff and children. While some areas of the state, such as the Beaumont region, have worked especially hard to develop culturally-relevant child care programs, there is a serious gap in the availability of such programs in some other parts of the state. The development of a variety of different types of child care arrangements is necessary in Texas to respond to clients' decisions regarding the type of care they trust.

DHS has made significant progress in developing a comprehensive plan for the implementation of child care management agencies (CCMAs) to be located in most JTPA SDAs (approximately 30 CCMAs are planned). No direct agreements or contracts between DHS and child care providers will be made in CCMA areas. CCMA contractors are to be selected by competitive bid; it is anticipated that most will be consortia of local agencies, and all will be required to coordinate with other community resources. All licensed child care centers and registered family day homes will be able to participate in CCMA systems. CCMAs will also be responsible for providing payment to parents who choose to use unregulated child care arrangements. They will oversee all child care provided by DHS, including child protective services, food stamp employment and training, and Title XX funding for income eligible parents. CCMA providers will be expected to interview clients and determine the need for child care, determine eligibility for care using a number of funding streams, inform parents about the type of care available, arrange and authorize care, monitor enrollment, make payments for care, and submit reports to DHS on a regular basis. This system will ensure that children can remain in the same child care program even though the source of funding might change. The payment system will be overseen by the CCMAs using an information system developed by DHS, providing consistency across regions regarding information and referral about child care resources, payment systems, and monitoring and reporting. Regional DHS staff will procure and monitor contracts and provide technical assistance regarding contract issues and quality of care to CCMA programs.³⁹ This plan should strengthen DHS clients' access to the current child care delivery system considerably.

Child Care Barriers. The major barrier to child care delivery is the inconsistency of resource allocation by area. In some areas of the state, particularly rural areas, child care is virtually unavailable. The market rate survey indicates that while in many areas of the state there is an overabundance of child care for children three to five years of age who need full-time care from 8-5 p.m., there are real gaps in availability for infants, toddlers, school-age children, part-time child care, and evening, night, and weekend care.⁴⁰ While in most instances it is likely that, if sufficient funding is available, the market will expand to meet the demand, start-up of new programs will take time. In other instances, programs

³⁸University of Texas Welfare Reform Project (1989).

³⁹Texas Department of Human Services Day Care Concept Design (1989).

⁴⁰Texas Department of Human Services Market Rate Survey (1989).

presently serving three to five year olds may need to change both the type of child served and the location of services in order to meet DHS' needs.

In areas where child care is organized and providers are strong advocates for their programs, political issues are almost certain to arise. While DHS envisions one contractor for each CCMA, in some geographic areas there are several strong providers with a long history of contract work with DHS. Some of these providers are extremely competitive and may have difficulty developing a cooperative consortium for providing care. Child care providers constitute one of the strongest groups with which DHS works, and they often go directly to legislators and state officials when they do not agree with DHS policies. In the past, they have often been successful in getting unpopular decisions reversed.

Even in areas where solid providers are located who could be awarded the contracts for CCMA's, new program policies and procedures, particularly the information/payment system, will take time to develop and implement. The plan to have CCMA's manage child care for all funding sources used by DHS, including the reimbursement system and the continual certification that children are eligible for care, may mean that either CCMA providers or DHS stand to lose funds if mistakes in eligibility determination are made. This has been a problem with some centers that presently contract with DHS, including several that are prime candidates for CCMA contracts.

Quality assurance and the awareness of a need for culturally-appropriate resources also will make the expansion of child care capacity a more involved process. DHS will need to play a strong leadership role in working with providers to assure that appropriate services are available to adequately address client needs.

Finally, two other barriers must be considered. The first is the accessibility and availability of transportation to help clients use the established child care resources. Second, the adverse publicity regarding sexual abuse and other safety issues in child care centers will need to be worked on through the marketing of formal child care systems. The guidelines for adequate training, screening, hiring, and monitoring of child care staff might need to be refined so that trust in the system is restored. These issues will all effect the child care service delivery system's ability to meet future needs.

Transportation

Texas is divided into 24 highway and public transportation districts for planning purposes. Eighteen Texas cities have significant municipal urban transit services, operating more than five buses on scheduled routes, while eight cities have "special transit" or metropolitan transit systems. Most Texas counties (218) are serviced by an intracity bus carrier or intercity bus carrier. However, these services provide very limited transportation between designated points, often only providing one or two trips between two designated points daily. A number of communities offer taxi services, but these are often costly.⁴¹ In 1987, some 656 human services transportation providers were identified in a transportation

⁴¹Texas State Highway Public Transportation Department (1987).

survey.⁴² Many human services agencies have purchased their own fleets of vans and small buses or contract transportation services for their clients.

The federal Section 18 program provides grants for the purchase of vehicles and other equipment for administrative and operating expenses. State agencies, local public bodies and non-profit organizations are eligible for assistance through this program. One of the goals of the program is to enhance the access of people in rural areas to employment and education. There are presently 35 Section 18 programs in operation in rural counties in Texas. This is a viable resource for DHS to consider in implementing JOBS programs. There will be inadequacies in transportation by the year 2000 in both urban and rural areas due to the economic and demographic changes taking place unless the state acts now to meet these needs.⁴³

Transportation Barriers. The greatest barrier in providing transportation to JOBS participants is the fact that Texas has a large, non urban population. The size of the state and the fact that much of the rural population lives in areas which are separated from economic opportunities by distances of over 100 miles make the development of adequate, affordable transportation systems difficult. Developing systems with a primary focus on serving the poor is not likely to become a priority politically in many areas of the state. Ultimately, priority needs to be given to the development of a multi-modal transit system which will address the differences in areas' resources and needs while finding the financial resources to deliver a comprehensive and coordinated transportation service delivery system.

Child Support

The Family Support Act includes provisions for developing child support payment rate guidelines, establishing paternity of absent fathers, locating absent parents, obtaining and enforcing court orders requiring the payment of child support, withholding wages of parents behind in child support payments, and developing computerized data bases. The Texas AG's Office has been designated to collect and enforce child support payments. A constitutional amendment to withhold wages for child support was passed in 1983, and the state has had immediate withholding since 1985, and over 40 percent of the AG's current child support collections are from withholding. During the past year, the AG's Office established a Paternity Task Force and set paternity quotas for all field units. Paternity establishments increased 422 percent, from 1,034 in 1988 to over 5,400 in 1989. The Division has also received approval for a major upgrade of its automated computer system.⁴⁴

During the 71st Texas Legislative Session in 1989, the AG's Office worked closely with the Legislature to pass a number of bills relating to the implementation of welfare reform. Child support guidelines delineated in the Texas Family Code were made mandatory as opposed to advisory, and legislative authority was given to modify child

⁴²Ibid.

⁴³Texas 2000 Commission Report (1982).

⁴⁴Embree (1989).

support orders. Additional legislation passed requires the state to review child support guidelines at least once every four years, the child and other parties in contested paternity cases to submit to genetic tests, states to review child support awards at the request of either parent or the state child support agency, medical support to be included and enforceable as child support orders, collection of arrears via the wage withholding process and use of this process in interstate case, and authorization to bring suit in paternity cases where old statutes of limitations have resulted in dismissals.⁴⁵

Presently, DHS income assistance workers are required to ask clients for information about absent fathers at the time of eligibility determination. Data tapes with information obtained are sent regularly to the AG's office which then is responsible for paternity establishment, establishment of support orders, location of parents, and enforcement of payment.

Child Support Barriers. At present, the AG's Office appears to be involved in all aspects of child support required by the new Act. However, there are serious gaps in the use of current resources to respond to present DHS needs. The AG is unable to respond adequately to the demand for services, both from public assistance and non-public assistance recipients. A 1987 study of past and present AFDC recipients found that the vast majority had provided information to their workers about the absent parents but had heard nothing from the AG's Office, even when they contacted the Office about their cases.⁴⁶

Expansion of the AG's child support program is needed to support greater efforts to locate the absent parents of welfare recipients, as well as to enforce child support payments once they are located. A major issue to be addressed by DHS in approaching the AG's Office regarding enforcing child support regulations is the fact that the Office is run by an elected official. How much attention is given to welfare reform is likely to depend on political advantages or disadvantages. Delineation of political advantages in responding to the Act aggressively is more likely to result in additional efforts to collect child support from welfare recipients. A second issue stems from the fact that the child support program was previously administered by DHS. Implementation of the welfare reform provision related to child support will require sensitivity on the part of both agencies.

Case Management

Case management is an integral part of a successful JOBS program. The DHS REFOCUS pilot programs have used a case management system to oversee the provision of services to clients determined to be employable with additional education, job training, and/or life skills training. This system is being modified for use with the JOBS program. The DHS case managers assist the client in: completing initial client interviews to assess eligibility for REFOCUS services; completing the client assessment to determine areas of need and client strengths and weaknesses relevant to the client's employability; developing employability plans; assisting in arranging and coordinating services with other providers

⁴⁵Texas Child Support Enforcement Division, Office of State and Federal Relations (1989).

⁴⁶Ambrosino (1988).

needed to successfully complete the plans; monitoring the plans; making modifications as needed; providing emotional support to the clients; and maintaining appropriate records and documentation.⁴⁷ Other service providers, including JTPA and education, may also have case managers or coordinators.

Case Management Barriers. There are several barriers to the provision of adequate case management services to implement the JOBS program in Texas. First, many DHS workers likely to become case managers are presently in other jobs and have little knowledge or experience with this new role. A recent study revealed that many DHS workers had negative attitudes toward AFDC recipients and felt that they were unlikely to be employable.⁴⁸ Other workers indicated enthusiasm for the new AFDC employment program but expressed concern about their abilities to provide services without extensive training.

An additional barrier is the number of DHS case managers allocated to the JOBS program and the fact that they will only serve Category II clients (under the current program design). Early in the program it is anticipated that large numbers of category II clients will be on waiting lists to receive services; all REFOCUS pilot projects presently have waiting lists. The limited number of case managers also means that Category I and III clients will receive fewer services which will not include a DHS case manager. While the TEC contract has been modified to provide limited coordination of client services to Category I recipients, it is likely that many Category I recipients, while better-educated and with more work skills than Category II recipients, will still have difficulty accessing resources and employment without the more extensive services offered by DHS case managers.

Another barrier is the fact that there are many perspectives regarding what constitutes case management, and it will be important for DHS to be clear to its staff and external resources about expectations for its case managers. Case management staff will need to do more than track resources or manage computerized tracking systems if the JOBS program is to be successful. Case managers will need to be able to develop and maintain positive relationships with clients and instill trust in them; conduct appropriate assessments; identify problem areas, needs, client strengths and barriers; develop employability plans with clients; link clients to resources; advocate for clients with those resources; develop resources when they are not available to meet client needs; monitor contracts and use authority appropriately when contract agreements are not met; terminate client relationships appropriately when successful employment is achieved; and provide accurate record-keeping and documentation. Unlike previous DHS programs, the success of this program depends most on the quality of the relationship developed between the client and the case manager. Thus, while DHS already has provided training in this area, more extensive training and follow-up efforts are needed.

Additionally, in some instances the case manager will find that there are few, if any, resources to manage. Clarification of the case manager role will be needed to ascertain how

⁴⁷Texas Department of Human Services Concept Design: Service Delivery System (1989).

⁴⁸Ibid.

much direct service the case manager should provide to the client, particularly in rural areas or in urban areas where referral resources are already overextended and not accessible to clients.

A third barrier is the relationship of needed resources outside of the DHS system and their use of the DHS case manager versus their own case managers. JTPA and education systems are beginning to utilize case managers, and it will be important to clarify the roles of each and how they are to coordinate services with each other. The potential exists for clients to be assessed and managed continually with no one actually available to provide directly to them the services that they need.

Case managers will need an intensive statewide training program that accurately and concretely describes the new roles that workers will play in the JOBS program. Additionally, since many of the tasks are different than those presently required of workers, hiring practices for new staff will need to be changed to reflect expanded job roles. A DHS work group has been established to develop staff functions and tasks needed to provide JOBS services as well as to identify training needs. However, since virtually all workers will be learning and practicing new roles for only a short time before the implementation of the JOBS program, the integration of new ideas and job tasks may be slow. There will be few workers to serve as role models in these newly-created jobs, and the normal learning process and evaluation criteria of tested task expectations will be limited when the program first begins.

2. Job Training: JTPA

Substate funding for job training flows largely through two major funding titles: Title II (Training Services for the Disadvantaged) and Title III (Employment and Training Assistance for Dislocated Workers). Funds currently flow from the Texas Department of Commerce (TDOC), the state-level administrative entity, to the 34 local service delivery areas (SDAs) which are designated in a process which involves federal proscription, Governor's discretion and local public/private decisionmaking. The funding flow is largely determined by federal formula, although the Governor retains considerable discretion over policies affecting certain of the subtitles and parts of those major program components.⁴⁹ The current Texas SDA map (shown in Figure 9) has not changed since JTPA's start-up in October 1983.

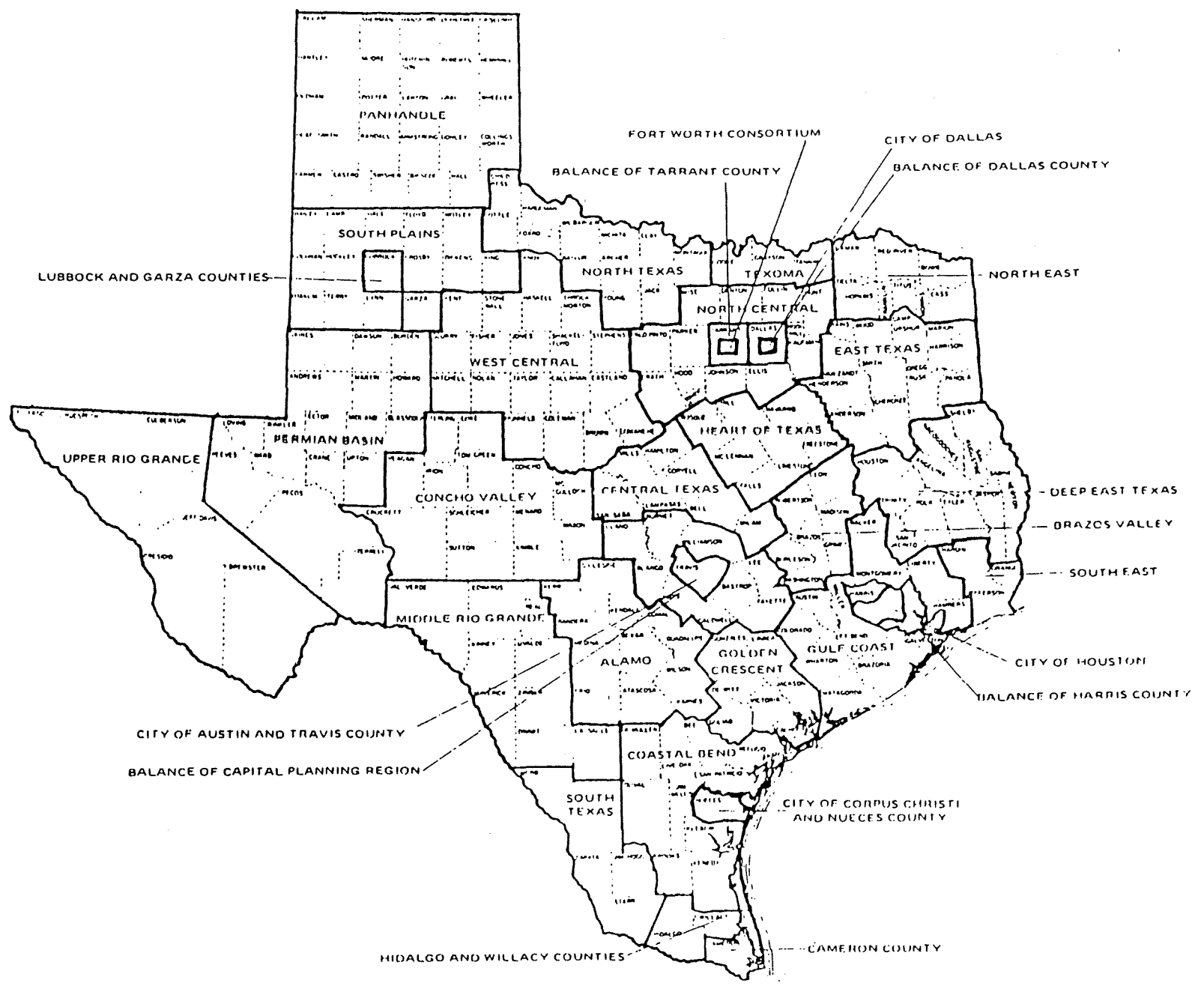
Briefly, the major titles and their key components are:

- Title II-A (Comprehensive Services for Adults and Youth): Most of the funding received by Texas for job training is in Title II-A. For Program Year (PY)1989, Texas will receive slightly more than \$170 million in this title. Funding for this component has shot up dramatically since PY1986, rising by more than 70 percent in only three years. Title II-A has five distinct subparts, each with different

⁴⁹Proposals now being considered in Congress could radically change key parts of the structure and funding flow described here. Many of these changes parallel recommendations made in recent reports prepared by the U.S. Department of Labor's 38-member JTPA Advisory Committee. See: JTPA Advisory Committee (January 1989; June 1989).

Texas JTPA Service Delivery Areas

Figure 9



provisions and allowable uses.⁵⁰ Only three of these are of primary interest for the new JOBS program; these are as follows:⁵¹

- 78 Percent: at \$133 million in PY1989, this funding subpart provides the 34 local programs' basic funding for year-round job training services for adults and youth. These funds are provided by federal formula to the local Private Industry Councils (PICs) which oversee program operations.
- 8 Percent: nearly \$14 million in PY1989 funds -- also known as Section 123 funds -- are available for education coordination. Four-fifths must be spent for participant services, while the remainder may be used for related research, administration and other uses. (These are discussed in more detail below.)
- 6 Percent: at just over \$10 million in PY1989, these funds are available for performance incentives, technical assistance and training. (These are also discussed below.)

Title II-B (Summer Youth Employment Programs): In PY1989, \$65.5 million was formula-allocated to the 34 local PICs to operate summer programs for eligible youth. Increasingly, summer programs offer remediation as part of the typical part-time, work experience for 14-21 year olds. Large numbers of children from AFDC families are served in these programs, some of whom may be caretakers themselves. Title II-B is not viewed as a major part of JTPA's capacity to work with JOBS, but this might represent an area for further exploration.

Title III (Services for Dislocated Workers): Texas will also receive more than \$25 million in PY1989 Title III funding to serve workers dislocated due to plant closings, mass layoffs and economic dislocation generally. Given Texas' economic problems in recent years and the federal allocation formula, the state has experienced almost a 250 percent increase in Title III formula funding just since PY1987. To the extent that these funds can be used by PICs to provide job training assistance to AFDC-UP primary wage earners, Title III may represent part of a broader programmatic approach for that group. It would not be useful as a tool for training AFDC-Basic recipients since they would typically not meet the eligibility requirements. This could be another area for further work.

Program Participation, Treatments and Outcomes. JTPA Title II-A mandates that each SDA serve AFDC recipients who are required to or have registered for employment services on an "equitable basis." Equitable levels of service are established from the

⁵⁰All of the bills now being considered for amending JTPA would significantly alter both the funding formula by which states and local SDAs receive funds -- weighting the disadvantaged over the unemployment elements and costing Texas money -- and the so-called discretionary setasides. Under S. 543, there would be no 8 Percent Education or 3 Percent Older Workers setasides.

⁵¹The remaining Title II-A subparts are the 5 Percent (State Administration) with around \$8.5 million in PY1989 funds, and the 3 Percent (Older Worker Training) with some \$6 million.

proportion of such AFDC recipients in the economically disadvantaged population over 16 years of age. In Texas, this proportion only amounts to service levels of four to five percent, statewide. Note that such equity-of-service levels tend to be low in part due to the very low benefit levels and high applicant denial rates in Texas relative to other states, as well as due to the absence of a UP program here. In light of the low welfare participation rates, Texas has established a service goal -- largely unenforced -- for each SDA based on PY 1985 service levels. This goal, around 18 percent of total participants, includes both adults and youth, i.e. caretakers and children.

Adult AFDC recipients 22 years of age and older constituted about ten percent of all JTPA participants in PY1987 (Table 11). The remaining eight percent of welfare recipients in JTPA were youth between the ages of 14 and 22 years old. A significant number of these "youth" were also AFDC caretakers. Thus, AFDC caretakers being served by the Texas JTPA Title II-A program make up approximately 12-15 percent of all participants. This constitutes about three times the minimum service level mandated by law (JTPA). In addition, among JTPA participants who are welfare recipients, the ratio of adults to youth varies greatly by SDA (Table 12). The PY1987 youth share was just over 44 percent statewide, but ranged from a low of almost 14 percent in the Balance of Tarrant County SDA to a high of over 75 percent in the South East Texas SDA.

A recently-completed study of JTPA in Texas based on PY1986 data, produced the following findings for AFDC participants:⁵²

- Participant Characteristics. AFDC Parents were considerably older than the average JTPA participant, tending to be disproportionately in the 22-29 age category (40.9 percent). They were also disproportionately black relative to all participants: 50.7 percent of AFDC Parents were black, compared to only 31.5 percent of all participants. Interestingly, only 37 percent of AFDC Parents had not completed high school, compared to 29 percent for all participants. Only 23.6 percent of AFDC Parents reported prior employment. While AFDC Parents were, by definition, more likely to have children, interesting comparisons result from examining the distributions of numbers and ages of youngest children for those with any children. Compared to all disadvantaged participants with children, AFDC Parents (and Single Heads of Households) generally have somewhat similar numbers and ages of children.⁵³
- Program Treatments. The median length of program stay for AFDC Parents was the same as for all JTPA participants, although AFDC Parents spent more than one-fifth of their time inactive, more than the typical JTPA participant. The leading activity for AFDC Parents to be enrolled in was Holding (more than 26 percent), followed by Classroom Training/Occupational, Classroom Training/Other, then Employment and Training Services. The longest median program stays in actual activities were in Work Experience (19 weeks) and Classroom Training/Occupational Skills (15 weeks). The time in Holding

⁵²King and Schexnayder (November 1988).

⁵³Just under 50 percent of the children of PY1986 JTPA terminees were in two-parent families.

Table 11
PY1987 JTPA AFDC Service Levels and Goals in Texas, By SDA

Texas Service Delivery Areas	AFDC Goal	AFDC Adult	AFDC Adult %	AFDC Youth	AFDC Youth %	AFDC Total	JTPA Terms	% AFDC	Exceed Goal
Alamo	18.40%	468	62.57%	280	37.43%	748	3577	20.91%	2.51%
Bal. of Dallas Co.	10.00%	94	77.05%	28	22.95%	122	844	14.45%	4.45%
Bal. of Gulf Coast	13.90%	357	52.58%	322	47.42%	679	2759	24.61%	10.71%
Bal of Harris Co.	12.00%	168	59.79%	113	40.21%	281	1651	17.02%	5.02%
Bal. of North Central	17.30%	140	63.64%	80	36.36%	220	1490	14.77%	-2.53%
Bal. of South Plains	7.00%	20	52.63%	18	47.37%	38	450	8.44%	1.44%
Bal. of Tarrant Co.	12.00%	111	86.05%	18	13.95%	129	334	38.62%	26.62%
Brazos Valley	20.70%	31	37.80%	51	62.20%	82	419	19.57%	-1.13%
Cameron Co.	10.30%	127	54.51%	106	45.49%	233	1447	16.10%	5.80%
Central Texas	20.70%	118	63.10%	69	36.90%	187	855	21.87%	1.17%
Austin/Travis	15.60%	119	53.36%	104	46.64%	223	1259	17.71%	2.11%
Corpus Christi	12.80%	131	74.86%	44	25.14%	175	824	21.24%	8.44%
City of Dallas	12.50%	286	54.48%	239	45.52%	525	2942	17.85%	5.35%
City of Houston	22.20%	922	51.39%	872	48.61%	1794	8864	20.24%	-1.96%
Concho Valley	18.00%	49	69.01%	22	30.99%	71	292	24.32%	6.32%
Deep East Texas	23.00%	118	62.77%	70	37.23%	188	849	22.14%	-0.86%
East Texas	22.90%	346	72.84%	129	27.16%	475	1794	26.48%	3.58%
Fort Worth	10.90%	166	68.88%	75	31.12%	241	1848	13.04%	2.14%
Golden Crescent	18.80%	63	67.02%	31	32.98%	94	609	15.44%	-3.36%
Heart of Texas	19.70%	112	77.78%	32	22.22%	144	676	21.30%	1.60%
Hidalgo/Willacy	12.00%	75	34.09%	145	65.91%	220	2673	8.23%	-3.77%
Lubbock/Garza	10.50%	62	49.60%	63	50.40%	125	677	18.46%	7.96%
Middle Rio	11.40%	79	36.24%	139	63.76%	218	1049	20.78%	9.38%
North East Texas	21.40%	152	59.38%	104	40.63%	256	1228	20.85%	-0.55%
North Texas	14.10%	50	69.44%	22	30.56%	72	461	15.62%	1.52%
Panhandle	15.90%	79	62.20%	48	37.80%	127	885	14.35%	-1.55%
Permian Basin	15.50%	78	63.93%	44	36.07%	122	674	18.10%	2.60%
Rural Capital Area	12.50%	52	57.78%	38	42.22%	90	401	22.44%	9.94%
Rural Coastal Bend	24.10%	76	52.78%	68	47.22%	144	819	17.58%	-6.52%
South East Texas	21.50%	105	24.42%	325	75.58%	430	1381	31.14%	9.64%
South Texas	14.00%	94	55.29%	76	44.71%	170	1290	13.18%	-0.82%
Texoma	11.80%	25	67.57%	12	32.43%	37	326	11.35%	-0.45%
Upper Rio Grande	9.30%	91	43.13%	120	56.87%	211	1853	11.39%	2.09%
West Central Texas	10.80%	49	52.69%	44	47.31%	93	631	14.74%	3.94%
STATE TOTAL		5013	55.92%	3951	44.08%	8964	48131	18.62%	

Source: Texas Department of Commerce.

Table 12
JTPA Funding and AFDC Service Levels in Texas, By SDA

Texas Service Delivery Areas	II A PY87 Expenditures	AFDC Adults	\$/Adult AFDC	PY88 Allocations	Proj. PY88 AFDC Adults	PY89 Allocations	Proj. PY89 AFDC Adults
Alamo	\$7,434,294	468	\$15,885	\$9,710,286	611	\$11,821,318	744
Bal. of Dallas Co.	\$1,829,006	94	\$19,458	\$2,414,591	124	\$2,379,551	122
Bal. of Gulf Coast	\$6,447,174	357	\$18,059	\$7,542,107	418	\$7,492,922	415
Bal of Harris Co.	\$4,535,528	168	\$26,997	\$5,526,504	205	\$5,177,217	192
Bal. of North Central	\$2,758,032	140	\$19,700	\$4,143,433	210	\$4,782,975	243
Bal. of South Plains	\$1,233,689	20	\$61,684	\$1,190,132	19	\$1,116,576	18
Bal. of Tarrant Co.	\$870,977	111	\$7,847	\$1,083,666	138	\$1,196,434	152
Brazos Valley	\$1,121,718	31	\$36,184	\$1,455,378	40	\$1,362,542	38
Cameron Co.	\$3,550,422	127	\$27,956	\$3,801,380	136	\$3,766,825	135
Central Texas	\$1,537,573	118	\$13,030	\$1,804,388	138	\$2,103,396	161
Austin/Travis	\$2,524,995	119	\$21,218	\$3,079,814	145	\$3,753,469	177
Corpus Christi	\$2,654,323	131	\$20,262	\$3,018,024	149	\$3,162,290	156
City of Dallas	\$4,969,573	286	\$17,376	\$6,749,363	388	\$8,537,075	491
City of Houston	\$14,912,509	922	\$16,174	\$16,482,000	1019	\$15,843,702	980
Concho Valley	\$788,040	49	\$16,082	\$876,597	55	\$798,850	50
Deep East Texas	\$2,448,418	118	\$20,749	\$2,660,595	128	\$2,626,052	127
East Texas	\$4,569,437	346	\$13,206	\$5,341,140	404	\$5,539,525	419
Fort Worth	\$3,527,380	166	\$21,249	\$4,595,243	216	\$5,567,810	262
Golden Crescent	\$1,196,688	63	\$18,995	\$1,387,119	73	\$1,291,646	68
Heart of Texas	\$1,469,809	112	\$13,123	\$1,983,650	151	\$2,258,190	172
Hidalgo/Willacy	\$6,798,315	75	\$90,644	\$7,603,871	84	\$7,178,761	79
Lubbock/Garza	\$1,298,020	62	\$20,936	\$1,419,523	68	\$1,381,595	66
Middle Rio	\$2,275,547	79	\$28,804	\$2,597,350	90	\$2,572,526	89
North East Texas	\$2,057,653	152	\$13,537	\$2,408,523	178	\$2,348,341	173
North Texas	\$723,680	50	\$14,474	\$1,423,523	98	\$1,360,910	94
Panhandle	\$1,843,364	79	\$23,334	\$2,105,566	90	\$2,146,789	92
Permian Basin	\$2,249,401	78	\$28,838	\$3,734,665	130	\$3,114,292	108
Rural Capital Area	\$1,325,381	52	\$25,488	\$1,546,131	61	\$1,834,905	72
Rural Coastal Bend	\$2,202,787	76	\$28,984	\$2,519,479	87	\$2,394,273	83
South East Texas	\$3,673,493	105	\$34,986	\$4,928,617	141	\$4,695,483	134
South Texas	\$2,752,552	94	\$29,282	\$3,497,017	119	\$3,444,819	118
Texoma	\$833,349	25	\$33,334	\$971,925	29	\$1,059,007	32
Upper Rio Grande	\$5,016,657	91	\$55,128	\$6,087,503	110	\$6,522,042	118
West Central Texas	\$1,613,725	49	\$32,933	\$2,376,380	72	\$2,217,822	67
STATE TOTAL	\$105,043,509	5,013	\$20,954	\$128,065,483	6,124	\$132,849,930	6,340

Source: Texas Department of Commerce.

amounted to almost four months. Approximately two of every three AFDC Parent JTPA participants also received some services from TEC during the year, a figure which was disproportionately high relative to other groups served in JTPA in large part because WIN and related programs operated by the DHS have traditionally contracted heavily with TEC to serve welfare recipients.

- Outcomes. Only 52.7 percent of AFDC Parents were placed at termination. Moreover, roughly three-fourths of all placement activity was concentrated in three occupations -- Service (33 percent), Clerical (30 percent) and Production (13 percent). They were underrepresented in Production/Maintenance occupations, but overrepresented in low-paying 'female' occupations, relative to all JTPA terminees. Yet, more than three-fifths of all AFDC Parents were placed in occupations at least partly related to their training. Some 85 percent were placed in the Services (more than 46 percent), Wholesale/Retail Trade or Manufacturing industries. The median placement wage for AFDC Parents was only \$4.00 per hour; only 56 percent of AFDC Parents had access to employer-financed benefits.

Postprogram employment and earnings differences by placement status for AFDC Parents were large. More than three-fifths of AFDC Parents placed at termination were employed a year later, while only one-third of terminees not placed at termination were employed after one year. For AFDC parents with any postprogram employment, despite the fact that absolute levels of earnings were low, the placement earnings advantage was substantial: median annual earnings of placed terminees were about three times the earnings of those not placed. Note that median earnings for non-placed AFDC Parents with any postprogram employment were only \$1,500 per year. For terminees with employment in all postprogram quarters -- the best case -- the placement advantage was narrowed but remained substantial: median annual earnings of those placed (\$7,310) were nearly one and a half times the earnings of those not placed at termination. Median annual earnings were at or below poverty, even for those fortunate participants who were placed at termination.

A number of important opportunities exist for JTPA/JOBS coordination. Among these, the more significant are the use of Section 123 (Education) funds, the pursuit of supportive Six Percent "hard-to-serve" policies and the provision of support services for selected participants by DHS. First, Section 123 funds are dedicated to education coordination for the economically disadvantaged by the Act (JTPA). Of the total funding, at least 80 percent must go to local SDAs to provide participant services; the remaining 20 percent can be used in support of those services, including state administrative costs, research and other purposes. Key additional points about Section 123 funds are:

- The Governor retains discretion over their use, subject to federal constraints;
- Funds may be used for any education or classroom training services, broadly construed, including the operation of flexible, adult-oriented learning centers;
- Funds may be allocated for projects and target populations as the state chooses; and

- Funds/projects are not subject to the standard JTPA performance standards.

Recent-year Texas policies governing these funds have focused primarily on dropout prevention, dropout recovery and basic skills education for adults. In addition, SDAs are now serving high numbers of youth with these funds, focusing largely on in-school youth at risk of dropping out. The PY1989 Section 123 policy recently adopted by the Governor basically carries the old policy forward: SDAs retain wide discretion to serve hard-to-serve adults and youth at their discretion.

Section 123 funds offer the best opportunity for beginning the integration of JTPA and the JOBS programs and for dealing effectively with some of the education and remediation needs of the AFDC and AFDC-UP JOBS participants:

- Higher required service levels can be facilitated for AFDC caretakers by providing a mechanism for getting participants the remedial education needed as a prerequisite for vocational training.
- Full-time education services for all target groups could be capitalized and maintained through a high (initial) dedication to establishing learning centers in the SDA's. Out-year maintenance would be much less costly.
- Section 123 can be a low-risk (i.e., no performance standards) feeder for regular Title II-A programs.

Second, the Title II-A Six Percent funds are set aside to reward SDAs for exceeding their performance standards and to provide technical assistance and training (TAT) to all SDAs. These funds can also be used as incentives to SDAs for serving the hard-to-serve as defined by the State Job Training Coordinating Council and the Governor. Recently, a greater share of these incentive funds have been weighted toward the Welfare Entered Employment Rate performance standard in Texas. In addition, part of these funds has been dedicated for rewarding SDAs for service to AFDC caretakers above an established minimum, the so-called "hard-to-serve" policy. Both of these are changes supportive of better service -- and possibly improved outcomes -- for welfare recipients. More could still be done, including:

- Model programs for these groups could be funded. Projects for AFDC participants were operated in Texas in the past with these monies.
- TAT funds could be used for joint training of DHS and SDA staffs, as well as the staffs of the SDA's program operators in coordinating activities and services for the JOBS program.

Third, relative to earlier job training legislation, JTPA has de-emphasized using funds for support services, including child care, in order to serve larger numbers of eligibles. Support services increase costs per participant while performance standards encourage SDAs to minimize costs.

- DHS needs a bargaining tool to trade for training services from the JTPA system. Support services and especially costly child care are a valuable service to the SDAs. It can be argued that support and child care services will increase and make more effective AFDC participation in JTPA. Completion and employment rates for AFDC participants in JTPA could be enhanced at no additional cost to the SDAs, permitting them to exceed performance standards more readily.
- Defraying the cost of serving AFDC recipients can offset the additional risk the SDAs are taking by serving higher numbers of AFDC recipients and/or serving Category II clients instead of Category I clients.

Finally, it is worth pointing out that, while JTPA programs may have been reluctant to enroll and serve large numbers of welfare recipients with multiple barriers, the availability of transitional services if they find jobs may result in better post-program performance for these individuals. This may make them more attractive to the program operators than they have been previously.

Training Barriers. There are any number of barriers to serving potential JOBS participants in JTPA programs in Texas. The following ones appear to be among the more significant of these. First, there has been a continuing dispute between DHS and TDOC concerning the appropriate mechanism for handling JTPA eligibility and referrals for AFDC recipients. The JTPA legislation grants welfare recipients categorical eligibility, seemingly granting recipients automatic eligibility. However, while JTPA participation requires citizenship proof, AFDC does not, producing gaps in the eligibility determination files which are required by JTPA regulation. This is one barrier which needs to be resolved soon.⁵⁴

In addition, a related issue is that the AFDC recipients now being served by JTPA are largely self-selecting. Given DHS priorities for serving specific groups within the AFDC population -- i.e., Category II clients among the federal target groups -- there is a need to govern the entry of AFDC recipients into JTPA. Note that:

- Each SDA has its own outreach, intake, assessment and service referral system.
- DHS now has the responsibility for doing an assessment and preparing an employability development plan (EDP). So does JTPA. The state agencies are currently working to sort out their respective roles and relationships regarding assessment. It should be noted that for the JTPA system, this will necessarily be a local issue for the most part.

Third, one of JTPA's distinctive features -- one which is being emulated not only by the new JOBS program, but also by the Food Stamp Employment and Training Program and possibly by the reauthorization of the Vocational Education legislation -- is

⁵⁴This issue appears to be headed towards resolution based on recent Texas SJTCC actions (August 1989). However, the issue's staying power has been remarkable.

that it has performance standards, a modicum of accountability, now known and recognized by all. However, the fact that JTPA has such program performance expectations, coupled with tightening contracting rules, has made some PICs reluctant to take a chance on serving substantial numbers of welfare recipients. This has been particularly true for those PICs which have had a contract rather than a client orientation.⁵⁵ That the national performance standards models adjust expectations for many of the characteristics which accompany being an AFDC recipient has not particularly mattered to the more contract-oriented PICs. Many of those served in JTPA have had relatively recent work experience and comparatively high levels of educational attainment. Certainly the performance standards and DHS' need to send larger numbers of recipients with greater barriers to employment (i.e., their Category IIs) will create problems, especially in light of DHS' first-year, "no-cost" assumption. That is, in the first year of JOBS, DHS is seeking these things with no new money.

Also, a related barrier to the preceding one is that few JTPA programs perceive that they can take the risk of operating the longer training programs required to raise the harder-to-serve recipients to the levels which will gain them access to appropriate jobs. In some cases this may entail programs of eight months to well over a year. With Texas' low AFDC benefit levels, it is difficult to imagine how the recipient is supposed to survive that long, particularly without decent support services, much less participate in a training program. The AFDC-UP may present special problems in this regard, since they will likely enter with substantial barriers to stable employment at decent wages, considerable family support responsibilities and a six-month cap on UP participation.

Fifth, there is likely to be considerable discussion between the two systems concerning the roles of each in terms of case management and assessment. This will be even more the case if almost any of the proposed JTPA amendments pass.⁵⁶ Virtually all of these bills place greater emphasis on within-JTPA case management and assessment, while giving strong encouragement to serving JOBS participants.

Sixth, timing potentially will present major problems. Despite the relatively long lead times for planning and implementing the programs, large questions remain unanswered about the specific JOBS requirements in the absence of final federal regulations. Even with final regulations, Texas will have to conclude its planning and give concrete shape to the program design before it can effectively communicate its needs to the training system. This affects the other systems as well, of course. Even with a fairly known program entity, attempting to implement the program in mid-to-late 1990 -- after all the JTPA planning and most of the contracting for the Program Year has taken place -- will truly be an uphill battle. For DHS, trying to insert itself into JTPA programming late in the cycle, with little in the way of additional resources and with harder-to-serve clients, it is going to be very rough.

Finally, there are the gritty problems of location. Several of the weakest JTPA programs in the state happen to be just where some of the highest concentrations of

⁵⁵For an extended discussion of this issue, see Dickinson, et. al. (1988).

⁵⁶Again, see the original Administration proposal and S.543 (the Simon bill).

potential JOBS participants will be. For example, the City of Dallas and the Dallas County programs have been last or near last among the state's SDAs in terms of performance -- particularly for welfare recipients -- for several years. Unfortunately, Dallas County has the second highest concentration of AFDC caretakers in Texas. There are other examples, but this one makes the point: the strongest JTPA programs are not necessarily located where the greatest need exists.

3. Education

Education services for most JOBS participants are likely to be provided outside the more than 1,100 independent school districts which make up the Texas public school system. Such services are going to be provided more often either through the 62 Education Cooperatives which offer Adult Education (AE) -- including literacy and basic skills, GEDs, high school diplomas and English as a Second Language (ESL) -- or through the related remedial services available from the 34 SDAs in the JTPA system. The latter encompasses many regular training providers which operate adult-oriented education services through Computerized Competencies Programs (CCPs) and similar centers.

Texas operates AE programs through the Adult Education Coops with about \$13.5 million in federal and state funds each year. These programs operate under the state administrative arm of the Texas Education Agency, serving individuals who are at least 16 years of age. In FY1988, while more than 216,000 participants were served in programs of varying levels and duration, only about six percent were known to be receiving public assistance of any type.⁵⁷ AE programs tend to serve participants until the funding is exhausted and then wait for the new cycle to begin.

JTPA-based education and remediation efforts are largely funded with Title II-A Section 123 Education funds (described at length in the earlier section). In PY1989, Texas will receive nearly \$14 million, 80 percent of which is to be spent on participant services locally, subject to the policies established by TDOC with the advice of the Texas State Council. As in previous years, the PY1989 policy directs local programs to spend these funds on at-risk youth and hard-to-serve adults. In PY1987, although not all the available funds were expended, only 1,110 participants were served, of whom less than a third were adult welfare recipients. For those SDAs which have taken advantage of this option, JTPA Section 123 programs offer a flexible alternative both to relying on the school systems and to pursuing some of the more standard training approaches.

In addition to the opportunity presented by the JTPA Section 123 funds, in the 71st regular Texas Legislative session completed in mid-1989, \$1.0 million in state funds were set aside for TEA to use exclusively for providing educational services to AFDC recipients. This represents a significant opportunity to effect intersystem coordination and to perform a much-needed service for the recipients if used thoughtfully. TEA's plans for these funds now call for the issuance of a request-for-proposals from interested independent school districts.

⁵⁷Adult education records only reflect the numbers of persons who voluntarily indicated that they received public assistance.

Education Barriers. Several barriers exist in implementing the educational requirements of the JOBS program and the Act more generally. First, the two major programs that can provide educational support to AFDC recipients have very different management and communication styles. Substantial communication must occur between Adult Education and JTPA at all geographic levels, so that the state's limited and regionally-fragmented educational services can be utilized effectively.

The other program that potentially could provide educational support to these recipients is the state's public school system. Yet problems persist in using this resource. Over 1,000 school districts exist, which complicates the delivery of services to AFDC recipients, especially in urban areas. The districts focus their programs to children, not adults and many AFDC recipients have already dropped out of the public school system. Further, these participants require intense educational plans, lasting no longer than one year in duration, rather than a long-term curriculum.

A third barrier concerns the operational differences between Adult Education and JTPA. The differences in program goals, populations and classroom structures must be fully understood before these programs are redirected toward JOBS participants. Even then, these programs may not meet the special educational needs of the AFDC population.

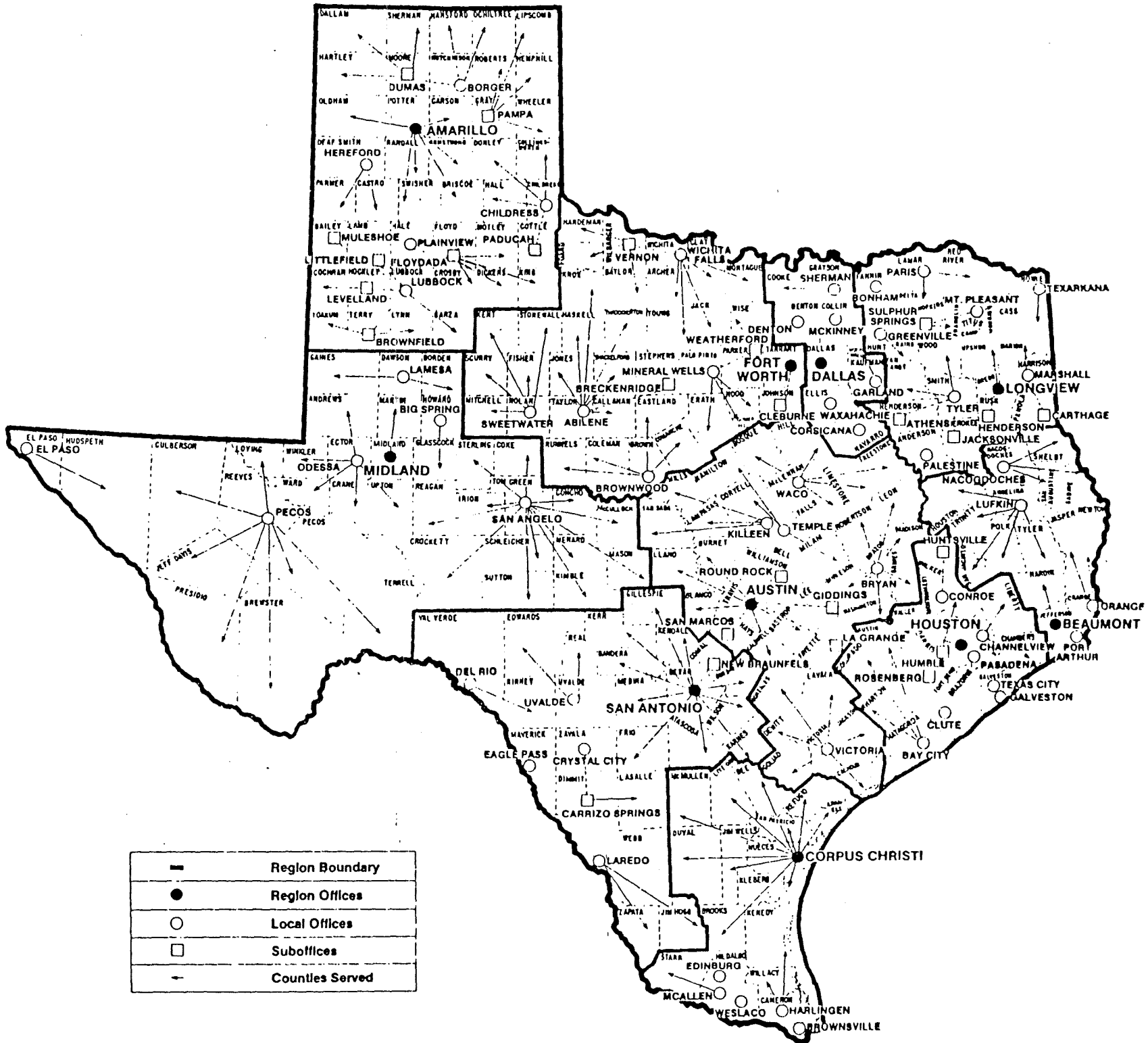
Another challenge faced is the distraction of the state agencies that administer these programs from welfare reform by other issues including: 1) the composition of a new finance system for the state's public schools; and 2) the management audits of the state's JTPA system currently being conducted.






Finally, both DHS and JTPA have data collection systems that include reporting data on AFDC recipients. The Texas Education Agency (TEA) must add recipient information to its data collection system if the Adult Education program is to remain involved in this effort.

4. Job Placement: The Employment Service

TEC is the state agency provided for under the Wagner-Peyser Act providing labor exchange services in Texas. Since 1983, states have received their ES funding based on the state share of the civilian labor force and unemployed relative to the nation as a whole. While Texas' funding for job placement services has increased in recent years, it has not kept pace with labor force growth or the demands placed on local TEC offices, both for placing potential workers in jobs and for dealing with large-scale filing of Unemployment Insurance claims. Moreover, local TEC workers funded under the Wagner-Peyser Act to provide labor exchange services typically must do 'double duty' as a practical matter, taking UI claims as well as placing job applicants. The number of local TEC job placement staff relative to the size of the labor force has fallen significantly.

Texas received just over \$50.7 million in Wagner-Peyser funds for PY1989. There are two basic categories of ES funding at the state level:



	Region Boundary
	Region Offices
	Local Offices
	Suboffices
	Counties Served

TEC Regions and Offices

Figure 10

- 7(a) Basic Labor Exchange: 90 percent of the State's allocation (around \$45.6 million) is to provide local labor exchange services through TEC's network of 182 local offices and suboffices, and another 36 itinerant service points staffed on a part-time basis. The map in Figure 10 shows the location of the ten TEC regions, and the offices and suboffices throughout the state.
- 7(b) Governor's Discretionary: Ten percent of the State's allocation is for the Governor to provide either: local program performance incentives; services to groups with special needs; or the costs of exemplary models.

While TEC can claim to serve all 254 counties in the state with its numerous offices and suboffices, the reality of the situation is that many are served by what amounts to 'circuit riders' who make periodic visits to selected communities in the more rural counties. These TEC staff take UI claims, dispense information concerning job orders, perform a few administrative duties and then depart for the next stop on their route. Although the current TEC/DHS contract includes a case management component, such services are difficult to provide when TEC staff only visit communities periodically and do not have adequate time to develop resources or to follow-up on client services. In fact, large segments of the state receive only minimal assistance from TEC due to the reductions in real resource levels relative to need. Only 86 counties -- just over one in three -- actually contain a TEC office or suboffice.

Program Treatments. TEC generally has provided labor exchange services to AFDC work registrants, both mandatory and voluntary, under contract to DHS. Sources of funding for these services to welfare populations have included WIN Demonstration and WIN Title IV-A Job Search, as well as the Food Stamp Employment and Training Program. For State FY1989, DHS has contracted with TEC to provide job search assistance and other services to AFDC recipients in 50 counties, 27 of which are located in MSAs. The agency also has TEC contracts to provide services to Food Stamp work registrants in 49 counties. This funding has translated into added TEC staff for serving AFDC work registrants throughout the state. Many of these staff carry caseloads of several hundred welfare registrants at a time. Services provided by these staff include: job counseling, assessment, job development and placement. As a rule, these services do not include group job search, Job Clubs, or other intensive forms of placement assistance. Fifteen local offices are now providing job search seminars to varying groups of job applicants in what started as a demonstration project several years ago. These are simply not part of the basic labor exchange function as traditionally conducted by the ES within available funding.

Outcomes. In PY1988, nearly 1.4 million individuals registered with TEC to obtain employment, while only about 534,000 job openings were listed by employers.⁵⁸ For this period, TEC recorded 284,230 placed through referrals and almost 110,000

⁵⁸The figures which follow were drawn from the TEC presentation on PY1988 End-of-Year Performance made to the Texas State Job Training Coordinating Council quarterly meeting in Amarillo on August 24, 1989.

having obtained employment following TEC services. Just over 393,000 were placed overall, including multiple placements. Large numbers of AFDC recipients make use of TEC services each year. Recent studies of JTPA and TEC participation by welfare recipients found that more than a third of all caretakers and well over one-half of all AFDC work registrants registered for TEC services.⁵⁹ In addition, other research found that while TEC participation did not have a significant effect on the chances of a participant's leaving AFDC in a given month, it did appear to lead to significant decreases in participant's total duration on welfare.⁶⁰

Labor Exchange Barriers. In the absence of DHS -- or other outside funding -- TEC generally does not provide group job search assistance, Job Clubs, self-directed job search or any of the other, more intensive forms of help in finding and securing employment. Basic ES labor exchange -- much of which is minimal screening and providing job referrals and minimal placement assistance at a cost of around \$75-100 per placement -- is the primary service available for those walking into a local office. This is essential to understanding the capacity of TEC to serve JOBS participants. TEC can only serve additional JOBS participants or provide more intensive labor exchange services with new funding.

The Ten Percent Governor's Discretionary funds present an interesting opportunity in this regard. As recently as PY1985, these funds were used to support projects targeted to single heads of households (and other groups) identified as "groups with special needs." A considerable number of AFDC work registrants were assisted through the additional staff supported through these projects, each of which had to be a joint effort of a local TEC office and a community organization. More recently, these funds have been dedicated to other initiatives, such as Project RIO, a statewide initiative for ex-offenders.

Second, a cursory glance at the TEC map indicates that only the most rudimentary services -- if any at all -- are located in a number of counties and areas where DHS would like to operate its JOBS programs. Without existing TEC facilities, and in the absence of added funding for DHS to leverage the necessary services in those underserved areas, TEC is likely to be unwilling to relocate offices to meet DHS' needs.

Finally, like JTPA, TEC often provides limited job counseling and assessment services to work registrants. One of the dimensions to coordination which must be sorted out among the various systems, including the DHS Family Support and Income Assistance workers, is exactly what type of assessment will be provided by each and to what extent will it be determining for services.

⁵⁹King and Schexnayder (December 1988), p. 30. These figures are based on a representative, statewide sample of FY1986 AFDC caretakers.

⁶⁰King and Schexnayder (March 1988), p. 9.

V. Recommendations for Service Delivery System Changes

This section provides a series of recommendations for changes to the major service delivery systems which will be involved with the implementation of the JOBS program in Texas starting in mid-1990. Recommendations are presented first for systems for support services, followed by those for education, employment and training.

A. Support Services

Given the current plans for implementing JOBS in Texas, the recommendations which follow largely address those barriers which have been identified in the support service delivery systems. Recommendations are presented for child care, transportation, child support and case management.

1. Child Care

The Family Support Act requires that child care be a major aspect of service delivery to AFDC recipients whether they are JOBS participants or locate training or employment themselves. At the present time, DHS is providing child care to only a small fraction of the total population of children of AFDC recipients and has made significant progress in developing a comprehensive plan for the implementation of CCMA's. However, there are a number of recommendations for changes to the child care delivery system, as follows:

- Use of family day homes and unregulated child care will need to be monitored carefully to ensure that quality care is provided to the extent possible and that clients understand potential problems if they select unregulated care.
- Cultural sensitivity and validity must be considered when providing child care to JOBS participants.
- Extensive training, technical assistance, and monitoring will need to be provided to contractors. Adequate numbers of child development specialists must be provided to the JOBS program.
- Child care providers need to be involved in the planning process early to ensure that plans are realistic and to minimize the formation of political coalitions to advocate for provider interests at the expense of a comprehensive, coordinated approach to providing child care.
- Efforts should be made to include existing alternatives to providing child care to children, such as Head Start, after- and pre-school programs operated with other resources.
- New child care programs should be established in areas where large numbers of AFDC recipients live, i.e., public housing projects. Coordinated transportation systems between home, work and child care also need to be developed.

- The development of an extensive statewide data system regarding the availability and accessibility of child care is a necessity for an effective child care program. This can be used for information and referral, monitoring and evaluation, and identification of gaps in services.

2. Transportation

The availability of reliable, inexpensive transportation is likely to play an important role in the success of the Texas JOBS program, given that AFDC recipients often rely on a patchwork transportation system. Transportation needs in Texas, particularly those of the poor, are greater than in many other states because of its vast rural areas and the general lack of extensive public transportation systems even in the larger urban centers.

The following recommendations are offered for transportation services systems:

- DHS needs to explore the possibility of coordinating transportation with existing systems, e.g., school districts and other human services providers. More extensive working relationships will be required between DHS and other state transportation resources.
- DHS also should seek sources of funding to expand and/or develop transportation systems, particularly Section 18 funds. The possibilities of free or reduced funding for clients for use of local transportation sources should be examined as well. Pilot programs using different approaches to the provision of transportation should be considered particularly in areas where transportation is limited. These efforts might include such options as mobile education/training units that visit rural areas and service public housing projects.
- Transportation must be better linked to child care resources.

3. Child Support

The number of cases followed by the AG's Office in Texas has increased dramatically in recent years, yet there is still insufficient service capacity to meet the projected needs of AFDC clients. Texas still ranks very low among all states in terms of child support collections as a percent of the amount due. The AG's Office has worked closely with elected officials and others to improve this performance, but there is still much to be done.

The following recommendations are offered regarding the child support system in Texas:

- More cooperation between DHS and the AG's Office is needed. DHS staff have little knowledge about the child support program and its administration and the same can probably be said for the AG's Office in terms of DHS' income assistance and welfare-to-work efforts. Increased dialogue between the two agencies would

result in a better-coordinated effort to collect child support from absent parents whose spouses receive public assistance and in joint planning in implementing welfare reform provisions.

- The development of a coordinated information system that can be utilized by both agencies is needed: on-line data bases that can be updated and transferred immediately may be more useful than data tape transfers between agencies.
- A more effective state system should be developed for sharing the costs of child support collection and for allocating the monies collected. Monies collected by the AG's Office from recipients that are insufficient to enable a recipient to leave the AFDC rolls currently are used by the AG's Office to administer the child support program. A lump sum was paid to DHS in the past, but regular reimbursement should be explored.

4. Case Management

Case management will be an integral part of a successful JOBS program, as suggested by the experience of the REFOCUS pilot projects. That system is being modified for use in JOBS. With the changes being proposed in JTPA and elsewhere, other service providers may also have case managers or case coordinators. The following recommendations are offered for the provision of case management services:

- Job descriptions are needed that reflect client-centered case management and other JOBS service delivery positions.
- An extensive curriculum development/training program is needed for all DHS service delivery and support staff involved in the implementation of the JOBS program, including content in change management, and the knowledge, values, and skills needed to perform case management functions as well as those functions to be performed by other DHS staff providing services to JOBS participants.
- DHS hiring practices need to be changed to employ new case management staff already prepared to perform case management roles. Competencies expected of case managers under the proposed Texas JOBS design are similar to those expected of baccalaureate-level social work graduates. Requiring undergraduate degrees in social work for case managers should be explored.
- DHS also needs to make efforts to involve workers and supervisors in the case management planning process for a number of reasons, including to gain valuable, front-line insights and to reduce the anxiety associated with such large-scale change.

B. Job Training, Education and Employment

The delivery systems for job training, education and job placement services in Texas are many and diverse, with features which make effective day-to-day program coordination difficult at best. Since one of the critical first-year JOBS implementation parameters in Texas is that no additional DHS funds will be expended for the acquisition of job training, education or job placement services, very serious attention must be given to the kinds of changes needed from these systems.⁶¹ Recommendations are presented for each system in turn.

One overarching recommendation applies to all systems, although to some more so than others. This recommendation is as follows:

- Policymakers need to give serious attention to rationalizing the boundaries of the various employability development programs in the state. This is a longstanding need which is not unique to the JOBS program, but which is highlighted by its upcoming implementation. Since DHS is in the posture of seeking additional, more intensive services for its clients, it would seem logical for its systems to bend to the boundaries and configurations of the other critical systems to the extent possible. At the same time, these other programs have their own issues to confront, with none having the same boundaries. Education has its 1,100 school districts and 62 coops. TEC has its own regions and boundaries. JTPA comes the closest to following labor market lines which should be guiding by and large, although it has anomalies as well, as illustrated by the Dallas-Ft. Worth area with its five separate PICs and Houston with another three.⁶² Resolving this issue will take time and leadership from the top.

1. Job Training

The JTPA system -- which includes as one of its three major goals the reduction of welfare dependency -- can be expected to carry much of the burden for employability development in the implementation of JOBS in Texas. It is unfortunate that, with the exception of a handful of programs and areas of the state, the degree to which the job training system has been intensively involved in such welfare-to-work efforts has been much less than in any of the other large industrial states. In part, of course, this reflects less state concern with welfare reduction which naturally follows from very low benefit levels.

JTPA in Texas has made considerable strides in the direction of welfare employment programming very recently. As indicated, progress has been made in terms of the eligibility/intake/referral mechanism, the inclusion of DHS staff on the state's PICs and

⁶¹Actually, DHS at various points in the early planning for JOBS has considered expending limited amounts for the purchase of job search assistance for what they term Category Is, the more job-ready recipients.

⁶²It goes without saying that these are two of the most critical areas for JOBS since together they account for close to a third of the AFDC caretaker population.

others. However, there is still much room for improvement. JTPA needs to take full advantage of the many remaining opportunities which exist for more effective collaboration with DHS in the new JOBS program, as follows:

- The JTPA Six Percent Performance Incentive/TAT funds represent major flexibility which is increasingly being utilized in Texas. As discussed above, model programs for hard-to-serve groups such as welfare recipients could be pursued with these funds. Similar projects for were operated in PY1987 with these monies, but discontinued. In addition, TAT funds could be used to actively promote collaboration by supporting joint training of DHS and JTPA state and local staffs, as well as the staffs of the SDA providers in coordinating activities and services for the JOBS program.
- While JTPA, through the Texas State Job Training Coordinating Council and TDOC, has pursued performance standards and incentives policies which are more supportive of services to welfare recipients, there is still more which could be done.⁶³ Tying SDA-level service goals to the state's JOBS target groups, providing additional bonuses for welfare-based outcomes, instituting governor's standards adjustments favoring AFDC recipients are all worth examining.⁶⁴ One of the options to pursue aggressively here is instituting changes designed to foster longer-term training of welfare recipients. It is noteworthy that the Upper Rio Grande PIC has offered far longer training for AFDC recipients than most in the state, done well on performance standards and has had better post-program outcomes to show for it.⁶⁵
- One of the opportunities -- which may soon be foreclosed by the proposed Congressional changes to JTPA -- seems vital to implementing the Texas JOBS program as now envisioned by DHS: making extensive use of the JTPA Title II-A Section 123 funds for education coordination. Unlike most TEA-based options, this JTPA component has numerous features which make it very attractive for use with JOBS. It is flexible, adult-oriented, less tradition-bound and distributed to many of the right locations and providers. This is not to say that all of the existing 123 monies should be dedicated to JOBS, but with the considerable underexpenditure in this area, there is plenty of room for action without crowding out other groups (e.g., at-risk youth). A broad PY1989 policy which does not rule out services to such hard-to-serve adults has been adopted already; more specific emphasis with the aide of a directed technical assistance guide to promote AFDC-oriented efforts would be preferred.
- Both in the Section 123 and in the regular JTPA programming increased attention should be given to the use of CCP, CCC and similar learning centers for providing

⁶³One of the more notable moves was reducing the weight placed on the adult cost standard, in line with the recommendations contained in Dickinson, et. al. (1988).

⁶⁴A recent TDOC appropriations "rider" directs the agency to explore a number of such options and to bring recommendations to the next regular session of the Texas legislature.

⁶⁵For more on this and other state and SDA-level results, see King and Schexnayder (December 1988).

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Appendix A

**Texas JOBS Implementation Research Project:
Unpublished Planning Papers***

Phase One:

"Texas AFDC Caretaker and Mandatory Youth Estimate," (April 17, 1989)

"Texas AFDC-Unemployed Parents Estimate," (April 17, 1989)

"Other State AFDC-UP Survey," (April 17, 1989)

"Summary of AFDC-UP Survey Results," (April 17, 1989)

"Demand Estimates for JOBS Services and Transitional Benefits," (April 17, 1989)

"Transitional Services Demand," (April 17, 1989)

"Profile of Education Service Capacity: Factors to Consider in Maximizing Existing Capacity,"
(April 17, 1989)

"Profile of Job Training and Job Placement Service Capacity," (April 17, 1989)

"Profile of Child Care Service Capacity," (April 17, 1989)

"Limiting AFDC-UP Program Participation to Six Months or Twelve Months," (April 17, 1989)

"Requiring JOBS Registration for AFDC Caretakers with Children Aged 1-3," (April 17, 1989)

"Mandating Two-Parent AFDC-UP JOBS Participation," (April 17, 1989)

"Option to Require Minor Parents to Live at Home," (April 17, 1989)

"Requiring AFDC-UP Participation in CWEP, Wage Supplementation or OJT," (April 17, 1989)

"PHASE ONE Observations: The Texas JOBS Implementation Research Project," (April 17,
1989)

"A Review of REFOCUS and the JOBS Design Proposals: How Well Are They Paving the Way
for JOBS?" (June 1989)

*Papers prepared by researchers with the Bureau of Business Research, the Center for the Study of Human Resources and the School of Social Work, all of the University of Texas at Austin.

Phase Two:

"Selection of Initial and Expansion JOBS Counties: Preliminary Recommendations," (July 6, 1989)

"Selection of Texas JOBS Counties: An Alternative Strategy," (August 7, 1989)

"Labor Market Demand for Potential JOBS Participants in Texas," (October 2, 1989)

"Analysis of Support Services Capacity and InterSystem Linkages," (October 2, 1989)

"Demographic Profile of Potential JOBS Participants: AFDC Basic Program," (October 2, 1989)

"Demographic Profile of Potential JOBS Participants: AFDC Unemployment Parent Program," (October 1989)

Appendix B

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 1/2 Amarillo MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	2598	38	769	58	349	1384
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	75	38	37	0	0	0
18-19	179	0	177	0	0	2
20-23	573	0	554	1	0	18
24-29	830	0	0	0	159	672
30-39	715	0	0	26	142	548
40-49	175	0	0	25	38	113
50 and over	49	0	0	7	10	32
Number of children on AFDC grant						
1	1091	n.a.	437	56	77	521
2	778	n.a.	221	2	111	444
3 and over	692	n.a.	111	0	161	420
Age of youngest child on AFDC grant						
0-2	1248	n.a.	627	0	102	520
3-4	431	n.a.	117	0	87	227
5-10	596	n.a.	25	0	115	456
11-15	212	n.a.	0	0	41	171
16-17	73	n.a.	0	58	3	11
Ethnicity						
White	1396	19	390	42	114	831
Black	621	10	194	9	141	267
Hispanic	540	9	180	4	89	258
Other	40	1	4	2	4	28
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.4	0.4
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.2	0.9
Years of education completed (estimate)						
0-4	1614	n.a.	464	47	147	956
5-8	177	n.a.	46	3	40	89
9-11	318	n.a.	122	3	64	130
HS/GED	451	n.a.	137	6	98	210
Months of AFDC receipt within last 60 months						
0-11	1096	n.a.	353	22	0	721
12-23	689	n.a.	240	18	0	431
24-35	329	n.a.	96	3	0	229
36 and over	446	n.a.	79	15	349	3
Mean years of remaining AFDC eligibility	13.4	n.a.	16.3	1.4	12.5	12.6
Work experience (within previous year)						
Yes	1409	n.a.	431	31	139	808
No	1151	n.a.	337	27	210	577

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 1/2 Lubbock MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3809	66	1086	85	779	1793
Age distribution						
Less than 16	7	0	7	0	0	0
16-17	117	66	50	0	0	1
18-19	231	0	229	0	0	2
20-23	824	0	800	0	0	23
24-29	1167	0	0	0	348	819
30-39	1028	0	0	36	289	703
40-49	311	0	0	32	96	182
50 and over	125	0	0	17	46	63
Number of children on AFDC grant						
1	1417	n.a.	572	77	172	596
2	1158	n.a.	308	7	238	605
3 and over	1169	n.a.	206	1	369	593
Age of youngest child on AFDC grant						
0-2	1845	n.a.	888	0	227	730
3-4	598	n.a.	149	0	170	279
5-10	864	n.a.	49	0	264	551
11-15	331	n.a.	0	0	110	221
16-17	106	n.a.	0	85	9	12
Ethnicity						
White	866	14	201	26	111	515
Black	1193	21	361	28	329	455
Hispanic	1740	31	522	31	340	816
Other	10	0	2	0	0	8
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	1129	n.a.	269	34	158	668
5-8	558	n.a.	134	15	143	266
9-11	871	n.a.	327	12	192	339
HS/GED	1185	n.a.	355	24	285	521
Months of AFDC receipt within last 60 months						
0-11	1151	n.a.	354	28	0	769
12-23	901	n.a.	310	18	0	573
24-35	675	n.a.	218	11	0	446
36 and over	1017	n.a.	204	28	779	6
Mean years of remaining AFDC eligibility						
	13.5	n.a.	16.3	1.6	12.2	12.9
Work experience (within previous year)						
Yes	1750	n.a.	483	37	277	953
No	1993	n.a.	603	48	502	840

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 1/2 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	4315	91	1161	115	929	2019
Age distribution						
Less than 16	9	0	9	0	0	0
16-17	166	91	75	0	0	0
18-19	255	0	255	0	0	0
20-23	840	0	822	0	0	18
24-29	1187	0	0	0	341	846
30-39	1180	0	0	36	354	790
40-49	453	0	0	41	161	250
50 and over	226	0	0	38	73	115
Number of children on AFDC grant						
1	1622	n.a.	665	108	220	629
2	1260	n.a.	333	4	291	632
3 and over	1341	n.a.	163	2	418	758
Age of youngest child on AFDC grant						
0-2	1968	n.a.	936	0	241	790
3-4	658	n.a.	182	0	177	299
5-10	1040	n.a.	42	0	349	649
11-15	418	n.a.	0	0	152	266
16-17	140	n.a.	0	115	10	15
Ethnicity						
White	1233	15	352	32	132	702
Black	653	18	169	18	231	218
Hispanic	2421	58	638	65	564	1096
Other	7	0	2	0	1	3
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.8	n.a.	0.2	0.0	1.1	1.0
Years of education completed (estimate)						
0-4	1545	n.a.	441	44	189	871
5-8	692	n.a.	133	26	204	328
9-11	846	n.a.	286	15	212	333
HS/GED	1141	n.a.	300	30	324	486
Months of AFDC receipt within last 60 months						
0-11	1408	n.a.	449	31	0	927
12-23	969	n.a.	342	19	0	608
24-35	693	n.a.	191	18	0	484
36 and over	1154	n.a.	179	47	929	0
Mean years of remaining AFDC eligibility	13.2	n.a.	16.3	1.5	11.8	12.6
Work experience (within previous year)						
Yes	1904	n.a.	544	48	324	988
No	2320	n.a.	617	67	605	1031

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 3/12 El Paso MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	10270	258	2275	307	2688	4741
Age distribution						
Less than 16	15	0	15	0	0	0
16-17	363	258	105	0	0	0
18-19	520	0	512	2	0	6
20-23	1714	0	1644	0	0	70
24-29	2654	0	0	0	838	1816
30-39	3205	0	0	67	1116	2021
40-49	1258	0	0	122	526	610
50 and over	542	0	0	116	208	218
Number of children on AFDC grant						
1	4206	n.a.	1450	263	805	1688
2	2947	n.a.	591	42	822	1491
3 and over	2859	n.a.	234	2	1062	1562
Age of youngest child on AFDC grant						
0-2	4589	n.a.	1846	0	714	2029
3-4	1599	n.a.	352	0	467	780
5-10	2354	n.a.	77	0	969	1308
11-15	1077	n.a.	0	0	491	587
16-17	392	n.a.	0	307	48	37
Ethnicity						
White	848	14	200	25	149	460
Black	413	7	97	12	101	196
Hispanic	8976	237	1972	270	2435	4062
Other	34	0	6	0	4	23
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	0.9	0.8
Years of education completed (estimate)						
0-4	1242	n.a.	275	48	246	672
5-8	2383	n.a.	390	106	752	1136
9-11	2655	n.a.	782	53	669	1150
HS/GED	3732	n.a.	828	101	1021	1782
Months of AFDC receipt within last 60 months						
0-11	3093	n.a.	794	84	0	2215
12-23	2073	n.a.	612	37	0	1424
24-35	1534	n.a.	409	32	0	1093
36 and over	3312	n.a.	459	154	2688	10
Mean years of remaining AFDC eligibility						
	13.0	n.a.	16.3	1.6	11.6	13.0
Work experience (within previous year)						
Yes	3875	n.a.	869	105	812	2088
No	6137	n.a.	1406	202	1876	2653

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 3/12 Midland MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1216	18	326	16	204	651
Age distribution						
Less than 16	3	0	3	0	0	0
16-17	41	18	23	0	0	0
18-19	82	0	82	0	0	0
20-23	230	0	218	0	0	12
24-29	382	0	0	0	102	280
30-39	350	0	0	6	77	267
40-49	91	0	0	7	20	64
50 and over	37	0	0	3	6	28
Number of children on AFDC grant						
1	437	n.a.	149	16	44	229
2	383	n.a.	111	0	51	221
3 and over	378	n.a.	67	0	110	201
Age of youngest child on AFDC grant						
0-2	632	n.a.	270	0	72	291
3-4	170	n.a.	39	0	41	89
5-10	280	n.a.	17	0	74	190
11-15	94	n.a.	0	0	16	78
16-17	21	n.a.	0	16	2	3
Ethnicity						
White	345	3	80	6	32	223
Black	474	8	134	8	122	202
Hispanic	393	6	112	2	50	222
Other	4	0	0	0	0	3
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.4	0.5
3-4	0.3	n.a.	0.5	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.3	0.8
Years of education completed (estimate)						
0-4	444	n.a.	105	7	45	286
5-8	140	n.a.	32	2	29	78
9-11	249	n.a.	89	2	52	106
HS/GED	365	n.a.	101	5	79	181
Months of AFDC receipt within last 60 months						
0-11	427	n.a.	118	7	0	302
12-23	311	n.a.	101	0	0	210
24-35	183	n.a.	42	2	0	139
36 and over	277	n.a.	65	7	204	1
Mean years of remaining AFDC eligibility	13.8	n.a.	16.4	1.6	12.8	13.2
Work experience (within previous year)						
Yes	587	n.a.	161	4	83	339
No	611	n.a.	165	11	122	313

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 3/12 Odessa MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	2054	33	602	47	386	987
Age distribution						
Less than 16	2	0	2	0	0	0
16-17	61	33	28	0	0	0
18-19	142	0	142	0	0	0
20-23	439	0	430	0	0	9
24-29	607	0	0	0	166	440
30-39	594	0	0	22	161	411
40-49	168	0	0	18	48	102
50 and over	41	0	0	7	10	25
Number of children on AFDC grant						
1	810	n.a.	339	40	95	336
2	619	n.a.	169	7	130	314
3 and over	592	n.a.	95	0	161	336
Age of youngest child on AFDC grant						
0-2	1031	n.a.	501	0	123	408
3-4	291	n.a.	76	0	73	142
5-10	479	n.a.	26	0	137	316
11-15	163	n.a.	0	0	48	115
16-17	57	n.a.	0	47	4	6
Ethnicity						
White	785	9	234	21	83	438
Black	406	6	118	12	139	131
Hispanic	857	17	250	12	161	417
Other	6	0	0	1	3	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.9
Years of education completed (estimate)						
0-4	954	n.a.	289	26	112	527
5-8	233	n.a.	55	6	57	116
9-11	349	n.a.	124	5	84	137
HS/GED	485	n.a.	135	10	132	208
Months of AFDC receipt within last 60 months						
0-11	734	n.a.	255	13	0	466
12-23	497	n.a.	163	12	0	322
24-35	299	n.a.	96	6	0	198
36 and over	491	n.a.	88	16	386	1
Mean years of remaining AFDC eligibility						
	13.6	n.a.	16.3	1.6	12.3	12.9
Work experience (within previous year)						
Yes	860	n.a.	288	12	127	432
No	1161	n.a.	314	35	258	554

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 3/12 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	2565	50	734	63	446	1273
Age distribution						
Less than 16	6	0	6	0	0	0
16-17	101	50	51	0	0	0
18-19	166	0	165	0	0	1
20-23	529	0	512	0	0	17
24-29	668	0	0	0	155	513
30-39	692	0	0	17	173	502
40-49	263	0	0	23	76	163
50 and over	141	0	0	22	41	77
Number of children on AFDC grant						
1	1009	n.a.	417	61	116	415
2	741	n.a.	218	1	124	398
3 and over	765	n.a.	99	0	206	460
Age of youngest child on AFDC grant						
0-2	1253	n.a.	592	0	118	542
3-4	411	n.a.	110	0	94	208
5-10	533	n.a.	32	0	155	345
11-15	237	n.a.	0	0	70	166
16-17	82	n.a.	0	63	8	11
Ethnicity						
White	643	10	181	12	64	375
Black	194	4	56	10	50	74
Hispanic	1725	35	496	40	331	822
Other	4	0	1	0	1	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	816	n.a.	231	19	90	476
5-8	463	n.a.	97	17	110	239
9-11	535	n.a.	200	9	99	227
HS/GED	701	n.a.	206	18	146	331
Months of AFDC receipt within last 60 months						
0-11	906	n.a.	284	13	0	609
12-23	658	n.a.	238	8	0	412
24-35	363	n.a.	105	8	0	250
36 and over	588	n.a.	107	34	446	1
Mean years of remaining AFDC eligibility	13.5	n.a.	16.3	1.5	11.9	13.0
Work experience (within previous year)						
Yes	1029	n.a.	307	19	116	587
No	1486	n.a.	427	44	330	686

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 4 Abilene MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1289	17	404	16	187	665
Age distribution						
Less than 16	2	0	2	0	0	0
16-17	39	17	20	0	0	1
18-19	95	0	94	0	0	1
20-23	294	0	288	0	0	6
24-29	390	0	0	0	69	321
30-39	346	0	0	3	89	254
40-49	77	0	0	6	15	57
50 and over	46	0	0	7	13	26
Number of children on AFDC grant						
1	530	n.a.	231	15	47	237
2	373	n.a.	105	1	59	208
3 and over	369	n.a.	68	0	80	220
Age of youngest child on AFDC grant						
0-2	627	n.a.	326	0	41	259
3-4	203	n.a.	67	0	42	94
5-10	311	n.a.	11	0	72	228
11-15	112	n.a.	0	0	29	83
16-17	19	n.a.	0	16	2	1
Ethnicity						
White	578	7	164	10	48	349
Black	357	6	125	4	74	147
Hispanic	340	4	111	1	64	161
Other	14	0	4	0	1	8
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.2	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	692	n.a.	204	12	64	413
5-8	114	n.a.	30	1	28	55
9-11	193	n.a.	79	1	37	76
HS/GED	272	n.a.	91	2	58	121
Months of AFDC receipt within last 60 months						
0-11	489	n.a.	173	6	0	311
12-23	345	n.a.	125	4	0	216
24-35	198	n.a.	58	2	0	137
36 and over	239	n.a.	48	3	187	1
Mean years of remaining AFDC eligibility						
	13.5	n.a.	16.3	1.7	11.5	12.7
Work experience (within previous year)						
Yes	658	n.a.	212	9	72	365
No	613	n.a.	192	7	115	299

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 4 San Angelo MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of Ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1315	20	428	31	183	653
Age distribution						
Less than 16	2	0	2	0	0	0
16-17	44	20	23	0	0	0
18-19	105	0	105	0	0	0
20-23	307	0	297	0	0	10
24-29	393	0	0	0	79	314
30-39	318	0	0	11	68	239
40-49	112	0	0	16	27	69
50 and over	34	0	0	4	9	20
Number of children on AFDC grant						
1	514	n.a.	220	29	39	226
2	423	n.a.	137	1	65	220
3 and over	358	n.a.	70	1	79	207
Age of youngest child on AFDC grant						
0-2	675	n.a.	362	0	40	273
3-4	197	n.a.	53	0	48	96
5-10	277	n.a.	13	0	67	197
11-15	111	n.a.	0	0	27	84
16-17	36	n.a.	0	31	1	3
Ethnicity						
White	533	8	162	15	50	298
Black	166	2	54	2	44	65
Hispanic	610	11	210	15	89	285
Other	7	0	2	0	0	4
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.2	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	634	n.a.	197	17	66	354
5-8	162	n.a.	44	5	32	81
9-11	221	n.a.	93	3	35	90
HS/GED	278	n.a.	94	6	50	128
Months of AFDC receipt within last 60 months						
0-11	480	n.a.	158	12	0	311
12-23	343	n.a.	135	12	0	196
24-35	221	n.a.	73	2	0	146
36 and over	250	n.a.	63	4	183	0
Mean years of remaining AFDC eligibility						
	13.7	n.a.	16.4	1.4	12.1	12.9
Work experience (within previous year)						
Yes	650	n.a.	231	15	66	339
No	645	n.a.	197	17	117	314

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 4 Wichita Falls MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1491	23	437	35	297	699
Age distribution						
Less than 16	2	0	2	0	0	0
16-17	47	23	22	0	0	1
18-19	99	0	99	0	0	0
20-23	316	0	313	0	0	3
24-29	459	0	0	0	125	334
30-39	434	0	0	12	134	287
40-49	97	0	0	16	27	55
50 and over	37	0	0	7	11	19
Number of children on AFDC grant						
1	580	n.a.	241	32	63	244
2	491	n.a.	133	2	108	247
3 and over	398	n.a.	63	0	126	209
Age of youngest child on AFDC grant						
0-2	705	n.a.	362	0	79	264
3-4	223	n.a.	56	0	59	108
5-10	375	n.a.	19	0	116	240
11-15	125	n.a.	0	0	40	85
16-17	39	n.a.	0	35	2	2
Ethnicity						
White	771	9	223	17	111	411
Black	570	10	177	11	170	202
Hispanic	130	2	35	4	16	73
Other	20	1	2	2	1	13
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.4
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	910	n.a.	269	20	143	478
5-8	82	n.a.	16	4	22	41
9-11	191	n.a.	67	4	51	69
HS/GED	285	n.a.	85	7	81	112
Months of AFDC receipt within last 60 months						
0-11	522	n.a.	170	17	0	335
12-23	352	n.a.	127	7	0	218
24-35	218	n.a.	72	2	0	144
36 and over	377	n.a.	68	9	297	2
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.3	1.6	11.8	12.6
Work experience (within previous year)						
Yes	782	n.a.	237	13	131	401
No	686	n.a.	200	21	166	298

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 4 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3858	83	1038	97	647	1992
Age distribution						
Less than 16	12	0	12	0	0	0
16-17	142	83	59	0	0	0
18-19	220	0	220	0	0	0
20-23	761	0	746	0	0	15
24-29	1075	0	0	0	230	845
30-39	1075	0	0	21	253	801
40-49	413	0	0	49	116	248
50 and over	159	0	0	27	48	84
Number of children on AFDC grant						
1	1529	n.a.	593	87	172	676
2	1182	n.a.	304	10	211	657
3 and over	1064	n.a.	141	0	264	659
Age of youngest child on AFDC grant						
0-2	1841	n.a.	860	0	169	812
3-4	540	n.a.	139	0	104	297
5-10	917	n.a.	39	0	263	616
11-15	352	n.a.	0	0	99	253
16-17	124	n.a.	0	97	12	15
Ethnicity						
White	2164	41	542	54	250	1277
Black	556	11	173	12	166	193
Hispanic	1127	31	317	31	229	518
Other	10	0	6	0	1	3
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.9
Years of education completed (estimate)						
0-4	2437	n.a.	639	63	311	1424
5-8	316	n.a.	64	13	87	152
9-11	427	n.a.	157	7	96	167
HS/GED	595	n.a.	178	15	152	249
Months of AFDC receipt within last 60 months						
0-11	1452	n.a.	431	34	0	987
12-23	961	n.a.	320	21	0	620
24-35	530	n.a.	137	8	0	384
36 and over	832	n.a.	150	35	647	1
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.4	1.6	11.7	12.8
Work experience (within previous year)						
Yes	1784	n.a.	503	41	206	1035
No	1990	n.a.	535	56	441	958

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 5 Dallas MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate) 6932	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	23534	378		455	5714	10054
Age distribution						
Less than 16	22	0	22	0	0	0
16-17	662	378	280	0	0	3
18-19	1555	0	1519	2	0	35
20-23	5416	0	5111	3	0	302
24-29	7697	0	0	1	2785	4911
30-39	6305	0	0	192	2258	3855
40-49	1452	0	0	174	533	744
50 and over	425	0	0	82	139	204
Number of children on AFDC grant						
1	8254	n.a.	3294	388	1203	3369
2	7894	n.a.	2372	65	1881	3577
3 and over	7007	n.a.	1266	2	2630	3109
Age of youngest child on AFDC grant						
0-2	11296	n.a.	5568	0	1486	4242
3-4	3684	n.a.	1012	0	1164	1507
5-10	5615	n.a.	352	0	2253	3010
11-15	2003	n.a.	0	0	762	1241
16-17	558	n.a.	0	455	49	54
Ethnicity						
White	4990	55	1427	86	578	2844
Black	15887	268	4728	310	4691	5891
Hispanic	2276	40	723	27	400	1086
Other	381	15	55	32	46	234
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.3	0.0	1.2	0.8
Years of education completed (estimate)						
0-4	6850	n.a.	1984	130	878	3858
5-8	2031	n.a.	487	59	637	848
9-11	5566	n.a.	1970	81	1589	1925
HS/GED	8709	n.a.	2492	184	2610	3423
Months of AFDC receipt within last 60 months						
0-11	7553	n.a.	2602	136	0	4814
12-23	4743	n.a.	1677	84	0	2982
24-35	3368	n.a.	1098	42	0	2227
36 and over	7492	n.a.	1554	192	5714	31
Mean years of remaining AFDC eligibility						
	13.4	n.a.	16.2	1.6	12.0	12.9
Work experience (within previous year)						
Yes	11216	n.a.	3419	162	1940	5695
No	11939	n.a.	3513	293	3775	4359

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 5 Fort Worth-Arlington MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate) 3080	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	10590	143		218	1848	5301
Age distribution						
Less than 16	26	0	25	1	0	0
16-17	303	143	159	0	0	1
18-19	710	0	691	0	0	19
20-23	2325	0	2206	3	0	116
24-29	3506	0	0	0	882	2625
30-39	2881	0	0	92	764	2025
40-49	643	0	0	79	156	407
50 and over	197	0	0	42	46	108
Number of children on AFDC grant						
1	3923	n.a.	1512	198	383	1830
2	3421	n.a.	989	18	598	1817
3 and over	3102	n.a.	579	2	867	1654
Age of youngest child on AFDC grant						
0-2	5321	n.a.	2554	0	535	2231
3-4	1678	n.a.	401	0	406	872
5-10	2354	n.a.	124	0	696	1534
11-15	834	n.a.	0	0	197	637
16-17	259	n.a.	0	218	15	27
Ethnicity						
White	3902	39	1058	69	360	2376
Black	5344	83	1593	115	1284	2268
Hispanic	1175	15	393	21	188	558
Other	169	6	35	12	17	99
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.2	0.8
Years of education completed (estimate)						
0-4	4933	n.a.	1369	95	508	2962
5-8	745	n.a.	185	25	192	343
9-11	1881	n.a.	686	32	443	720
HS/GED	2888	n.a.	840	67	705	1276
Months of AFDC receipt within last 60 months						
0-11	4009	n.a.	1276	95	0	2638
12-23	2473	n.a.	845	38	0	1590
24-35	1582	n.a.	495	26	0	1062
36 and over	2382	n.a.	464	59	1848	11
Mean years of remaining AFDC eligibility	13.6	n.a.	16.3	1.6	12.4	13.0
Work experience (within previous year)						
Yes	5474	n.a.	1633	98	691	3053
No	4972	n.a.	1447	120	1158	2248

B-13

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 5 Sherman-Denison MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1080	15	298	28	231	507
Age distribution						
Less than 16	0	0	0	0	0	0
16-17	32	15	17	0	0	0
18-19	83	0	82	1	0	0
20-23	202	0	200	0	0	2
24-29	374	0	0	0	103	272
30-39	307	0	0	15	104	189
40-49	72	0	0	10	20	41
50 and over	10	0	0	2	4	3
Number of children on AFDC grant						
1	464	n.a.	185	23	68	187
2	373	n.a.	86	4	99	183
3 and over	228	n.a.	27	0	64	137
Age of youngest child on AFDC grant						
0-2	498	n.a.	246	0	51	201
3-4	161	n.a.	38	0	58	65
5-10	267	n.a.	15	0	80	172
11-15	110	n.a.	0	0	41	68
16-17	29	n.a.	0	28	0	1
Ethnicity						
White	710	9	193	15	110	384
Black	345	6	94	12	120	113
Hispanic	24	0	11	1	2	9
Other	1	0	0	0	0	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.3	0.0	0.4	0.3
5-10	0.6	n.a.	0.2	0.0	0.9	0.8
Years of education completed (estimate)						
0-4	798	n.a.	221	18	137	422
5-8	26	n.a.	6	1	9	9
9-11	90	n.a.	30	3	30	27
HS/GED	151	n.a.	41	6	55	50
Months of AFDC receipt within last 60 months						
0-11	364	n.a.	108	10	0	246
12-23	256	n.a.	94	2	0	160
24-35	144	n.a.	41	1	0	102
36 and over	301	n.a.	55	15	231	0
Mean years of remaining AFDC eligibility	13.1	n.a.	16.2	1.4	11.6	12.6
Work experience (within previous year)						
Yes	507	n.a.	149	15	89	255
No	558	n.a.	150	13	142	253

B-14

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 5 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3266	51	952	77	552	1634
Age distribution						
Less than 16	3	0	3	0	0	0
16-17	104	51	53	0	0	0
18-19	206	0	203	0	0	2
20-23	707	0	693	0	0	15
24-29	983	0	0	1	225	758
30-39	904	0	0	38	211	655
40-49	273	0	0	21	87	164
50 and over	86	0	0	17	29	40
Number of children on AFDC grant						
1	1364	n.a.	536	73	165	590
2	1048	n.a.	283	4	182	579
3 and over	802	n.a.	133	0	204	465
Age of youngest child on AFDC grant						
0-2	1576	n.a.	787	0	150	639
3-4	461	n.a.	126	0	105	230
5-10	755	n.a.	39	0	207	510
11-15	318	n.a.	0	0	82	237
16-17	104	n.a.	0	77	9	18
Ethnicity						
White	2054	29	569	47	228	1181
Black	1003	18	334	27	282	343
Hispanic	193	4	48	2	42	96
Other	16	0	1	1	0	13
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.8
Years of education completed (estimate)						
0-4	2315	n.a.	662	55	290	1308
5-8	119	n.a.	28	4	38	50
9-11	298	n.a.	114	5	80	99
HS/GED	482	n.a.	148	13	144	177
Months of AFDC receipt within last 60 months						
0-11	1241	n.a.	397	31	0	813
12-23	784	n.a.	257	17	0	511
24-35	447	n.a.	130	10	0	307
36 and over	742	n.a.	169	19	552	2
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.3	1.6	11.8	12.5
Work experience (within previous year)						
Yes	1596	n.a.	478	41	202	874
No	1619	n.a.	474	36	350	760

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 6 Austin MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	8194	135	2416	133	1788	3722
Age distribution						
Less than 16	22	0	21	0	0	1
16-17	252	135	116	0	0	1
18-19	575	0	567	1	0	8
20-23	1782	0	1712	0	0	70
24-29	2561	0	0	0	792	1769
30-39	2237	0	0	40	730	1467
40-49	556	0	0	58	188	311
50 and over	207	0	0	34	78	95
Number of children on AFDC grant						
1	3105	n.a.	1275	125	354	1351
2	2438	n.a.	730	7	515	1187
3 and over	2515	n.a.	411	1	919	1184
Age of youngest child on AFDC grant						
0-2	4223	n.a.	1999	0	590	1634
3-4	1276	n.a.	324	0	354	598
5-10	1759	n.a.	93	0	635	1031
11-15	639	n.a.	0	0	196	444
16-17	162	n.a.	0	133	13	16
Ethnicity						
White	2109	25	523	37	235	1289
Black	2912	53	907	44	816	1093
Hispanic	3084	53	971	48	715	1297
Other	88	4	15	4	22	42
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.2	0.8
Years of education completed (estimate)						
0-4	2722	n.a.	702	51	336	1634
5-8	1060	n.a.	264	25	326	445
9-11	1791	n.a.	683	18	454	637
HS/GED	2486	n.a.	768	39	672	1007
Months of AFDC receipt within last 60 months						
0-11	2534	n.a.	832	53	0	1649
12-23	1906	n.a.	629	27	0	1250
24-35	1258	n.a.	427	19	0	812
36 and over	2360	n.a.	527	35	1788	10
Mean years of remaining AFDC eligibility						
	13.8	n.a.	16.3	1.6	12.6	13.1
Work experience (within previous year)						
Yes	3752	n.a.	1102	50	596	2005
No	4306	n.a.	1314	83	1192	1717

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 6 Bryan-College station MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1118	15	344	12	244	503
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	37	15	22	0	0	0
18-19	79	0	78	0	0	1
20-23	253	0	242	0	0	10
24-29	353	0	0	0	122	231
30-39	287	0	0	3	96	188
40-49	79	0	0	7	17	56
50 and over	28	0	0	2	9	17
Number of children on AFDC grant						
1	430	n.a.	175	10	47	198
2	320	n.a.	103	2	66	149
3 and over	353	n.a.	66	0	131	156
Age of youngest child on AFDC grant						
0-2	584	n.a.	277	0	79	228
3-4	171	n.a.	51	0	49	70
5-10	254	n.a.	16	0	88	150
11-15	77	n.a.	0	0	27	50
16-17	17	n.a.	0	12	0	4
Ethnicity						
White	240	3	67	2	18	150
Black	681	9	215	10	190	257
Hispanic	192	2	60	0	36	94
Other	4	0	2	0	0	2
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.4	0.5
3-4	0.4	n.a.	0.5	0.0	0.4	0.3
5-10	0.7	n.a.	0.3	0.0	1.2	0.9
Years of education completed (estimate)						
0-4	322	n.a.	92	3	27	200
5-8	110	n.a.	28	1	32	49
9-11	266	n.a.	102	2	72	90
HS/GED	404	n.a.	122	6	113	163
Months of AFDC receipt within last 60 months						
0-11	344	n.a.	123	2	0	219
12-23	264	n.a.	94	4	0	165
24-35	173	n.a.	53	2	0	118
36 and over	322	n.a.	75	3	244	0
Mean years of remaining AFDC eligibility						
	13.9	n.a.	16.2	1.4	12.6	13.1
Work experience (within previous year)						
Yes	540	n.a.	160	6	97	277
No	563	n.a.	184	7	146	226

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 6 Killeen-Temple MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3206	43	872	64	715	1512
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	89	43	45	0	0	1
18-19	194	0	192	0	0	2
20-23	643	0	634	0	0	9
24-29	1149	0	0	0	340	809
30-39	875	0	0	20	297	558
40-49	197	0	0	26	63	108
50 and over	58	0	0	18	16	25
Number of children on AFDC grant						
1	1296	n.a.	493	55	183	565
2	1024	n.a.	260	9	227	527
3 and over	843	n.a.	118	0	305	419
Age of youngest child on AFDC grant						
0-2	1445	n.a.	704	0	189	552
3-4	533	n.a.	117	0	145	270
5-10	830	n.a.	50	0	282	498
11-15	279	n.a.	0	0	95	184
16-17	75	n.a.	0	64	4	7
Ethnicity						
White	1310	17	335	27	206	725
Black	1386	18	396	26	388	559
Hispanic	474	7	132	9	120	207
Other	36	1	9	2	2	21
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.4
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	1623	n.a.	425	34	276	888
5-8	222	n.a.	50	7	70	95
9-11	510	n.a.	173	6	139	192
HS/GED	807	n.a.	223	16	230	337
Months of AFDC receipt within last 60 months						
0-11	1031	n.a.	339	9	0	684
12-23	702	n.a.	232	15	0	455
24-35	541	n.a.	154	15	0	372
36 and over	888	n.a.	146	26	715	1
Mean years of remaining AFDC eligibility						
	13.2	n.a.	16.2	1.6	12.0	12.6
Work experience (within previous year)						
Yes	1321	n.a.	349	26	254	693
No	1841	n.a.	523	38	461	819

B-18

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 6 Waco MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3038	47	885	42	809	1255
Age distribution						
Less than 16	3	0	3	0	0	0
16-17	95	47	48	0	0	0
18-19	213	0	209	0	0	4
20-23	650	0	625	0	0	26
24-29	944	0	0	0	350	594
30-39	851	0	0	16	343	493
40-49	219	0	0	15	94	111
50 and over	61	0	0	12	22	27
Number of children on AFDC grant						
1	1017	n.a.	425	41	147	403
2	992	n.a.	268	1	268	455
3 and over	982	n.a.	192	0	393	397
Age of youngest child on AFDC grant						
0-2	1545	n.a.	744	0	257	544
3-4	465	n.a.	108	0	156	200
5-10	669	n.a.	32	0	269	368
11-15	259	n.a.	0	0	122	137
16-17	53	n.a.	0	42	4	6
Ethnicity						
White	870	10	235	16	110	499
Black	1696	29	495	23	591	558
Hispanic	459	8	151	3	107	190
Other	13	0	4	0	1	8
Mean number of children eligible for child care						
0-2	0.7	n.a.	1.2	0.0	0.4	0.5
3-4	0.4	n.a.	0.4	0.0	0.4	0.3
5-10	0.7	n.a.	0.2	0.0	1.2	0.8
Years of education completed (estimate)						
0-4	1129	n.a.	315	21	162	631
5-8	261	n.a.	64	4	96	97
9-11	628	n.a.	227	5	205	192
HS/GED	973	n.a.	280	13	346	335
Months of AFDC receipt within last 60 months						
0-11	864	n.a.	272	16	0	577
12-23	601	n.a.	220	10	0	371
24-35	464	n.a.	162	2	0	299
36 and over	1063	n.a.	231	15	809	8
Mean years of remaining AFDC eligibility						
	13.7	n.a.	16.4	1.5	12.3	13.1
Work experience (within previous year)						
Yes	1418	n.a.	419	26	288	685
No	1573	n.a.	466	17	521	570

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 6 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	5929	128	1611	189	1519	2483
Age distribution						
Less than 16	7	0	7	0	0	0
16-17	210	128	83	0	0	0
18-19	413	0	411	0	0	2
20-23	1139	0	1111	1	0	27
24-29	1650	0	0	1	550	1100
30-39	1692	0	0	61	632	998
40-49	558	0	0	69	239	249
50 and over	260	0	0	56	97	107
Number of children on AFDC grant						
1	2278	n.a.	837	178	392	872
2	1798	n.a.	527	10	448	812
3 and over	1725	n.a.	247	1	678	799
Age of youngest child on AFDC grant						
0-2	2783	n.a.	1346	0	409	1028
3-4	783	n.a.	182	0	260	341
5-10	1355	n.a.	83	0	562	711
11-15	635	n.a.	0	0	254	381
16-17	245	n.a.	0	189	34	22
Ethnicity						
White	2184	33	517	58	324	1251
Black	2728	70	807	92	939	820
Hispanic	1007	24	284	38	256	406
Other	10	0	3	1	0	6
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	2723	n.a.	674	80	457	1512
5-8	472	n.a.	104	26	172	170
9-11	999	n.a.	368	25	318	289
HS/GED	1607	n.a.	464	58	572	512
Months of AFDC receipt within last 60 months						
0-11	1579	n.a.	465	45	0	1069
12-23	1229	n.a.	415	30	0	784
24-35	901	n.a.	256	22	0	622
36 and over	2093	n.a.	476	92	1519	7
Mean years of remaining AFDC eligibility						
	13.0	n.a.	16.3	1.6	11.6	12.6
Work experience (within previous year)						
Yes	2351	n.a.	618	72	429	1232
No	3451	n.a.	993	117	1089	1250

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 7 Longview-Marshall MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3172	63	886	106	840	1276
Age distribution						
Less than 16	9	0	9	0	0	0
16-17	107	63	42	0	0	1
18-19	219	0	215	1	0	3
20-23	643	0	620	0	0	22
24-29	932	0	0	2	346	583
30-39	925	0	0	44	370	512
40-49	264	0	0	46	95	123
50 and over	74	0	0	13	29	31
Number of children on AFDC grant						
1	1324	n.a.	515	99	225	485
2	1008	n.a.	257	7	278	466
3 and over	777	n.a.	114	0	337	325
Age of youngest child on AFDC grant						
0-2	1415	n.a.	718	0	210	486
3-4	457	n.a.	121	0	160	177
5-10	789	n.a.	47	0	337	404
11-15	316	n.a.	0	0	122	194
16-17	132	n.a.	0	106	11	15
Ethnicity						
White	1122	15	294	38	142	634
Black	2006	47	580	68	692	619
Hispanic	32	1	9	0	7	16
Other	11	0	3	0	0	8
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.4
3-4	0.3	n.a.	0.3	0.0	0.3	0.2
5-10	0.7	n.a.	0.2	0.0	1.0	0.8
Years of education completed (estimate)						
0-4	1436	n.a.	391	51	210	783
5-8	163	n.a.	36	7	69	51
9-11	554	n.a.	192	15	198	149
HS/GED	956	n.a.	267	34	363	292
Months of AFDC receipt within last 60 months						
0-11	881	n.a.	265	29	0	587
12-23	636	n.a.	220	25	0	391
24-35	455	n.a.	154	12	0	288
36 and over	1138	n.a.	247	40	840	10
Mean years of remaining AFDC eligibility	12.9	n.a.	16.2	1.6	11.7	12.4
Work experience (within previous year)						
Yes	1430	n.a.	388	41	292	710
No	1678	n.a.	498	65	549	567

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 7 Texarkana MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1660	30	492	31	495	612
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	54	30	25	0	0	0
18-19	117	0	116	0	0	1
20-23	353	0	350	0	0	3
24-29	515	0	0	0	226	289
30-39	445	0	0	15	189	241
40-49	140	0	0	12	64	64
50 and over	35	0	0	4	17	13
Number of children on AFDC grant						
1	629	n.a.	245	26	130	229
2	553	n.a.	163	6	163	221
3 and over	448	n.a.	84	0	202	162
Age of youngest child on AFDC grant						
0-2	759	n.a.	415	0	135	209
3-4	245	n.a.	53	0	89	103
5-10	436	n.a.	25	0	197	215
11-15	146	n.a.	0	0	68	78
16-17	45	n.a.	0	31	6	8
Ethnicity						
White	548	8	144	8	73	315
Black	1096	21	344	23	420	287
Hispanic	14	0	2	0	2	9
Other	2	0	1	0	0	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.3	0.4
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	702	n.a.	195	11	110	387
5-8	91	n.a.	23	2	43	23
9-11	316	n.a.	118	5	123	69
HS/GED	521	n.a.	156	12	220	133
Months of AFDC receipt within last 60 months						
0-11	459	n.a.	142	6	0	312
12-23	260	n.a.	110	3	0	147
24-35	230	n.a.	75	2	0	153
36 and over	680	n.a.	165	20	495	0
Mean years of remaining AFDC eligibility						
	13.2	n.a.	16.3	1.6	11.9	12.4
Work experience (within previous year)						
Yes	578	n.a.	166	9	143	259
No	1053	n.a.	325	22	352	353

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 7 Tyler MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	2192	40	636	49	489	978
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	58	40	18	0	0	0
18-19	150	0	147	0	0	2
20-23	483	0	469	0	0	13
24-29	687	0	0	0	220	467
30-39	611	0	0	21	199	391
40-49	150	0	0	16	54	80
50 and over	53	0	0	12	17	23
Number of children on AFDC grant						
1	892	n.a.	368	41	111	372
2	656	n.a.	163	8	161	324
3 and over	605	n.a.	105	0	218	282
Age of youngest child on AFDC grant						
0-2	1036	n.a.	511	0	139	387
3-4	329	n.a.	83	0	106	140
5-10	520	n.a.	42	0	166	311
11-15	203	n.a.	0	0	73	131
16-17	65	n.a.	0	49	6	10
Ethnicity						
White	735	9	189	11	74	451
Black	1378	29	429	36	400	485
Hispanic	73	2	16	2	16	38
Other	6	0	2	0	0	3
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.3	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	946	n.a.	254	17	110	567
5-8	125	n.a.	30	5	45	46
9-11	400	n.a.	148	8	119	124
HS/GED	681	n.a.	205	20	216	241
Months of AFDC receipt within last 60 months						
0-11	679	n.a.	212	10	0	457
12-23	504	n.a.	173	9	0	322
24-35	292	n.a.	89	6	0	197
36 and over	677	n.a.	161	25	489	2
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.2	1.7	12.1	12.6
Work experience (within previous year)						
Yes	1057	n.a.	304	17	173	563
No	1095	n.a.	332	32		

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 7 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	7432	143	2088	201	1695	3304
Age distribution						
Less than 16	13	0	13	0	0	0
16-17	255	143	112	0	0	0
18-19	479	0	475	0	0	4
20-23	1527	0	1488	2	0	37
24-29	2164	0	0	1	687	1476
30-39	2144	0	0	82	707	1355
40-49	641	0	0	83	221	337
50 and over	207	0	0	34	79	94
Number of children on AFDC grant						
1	3063	n.a.	1189	179	439	1256
2	2348	n.a.	638	20	542	1148
3 and over	1878	n.a.	261	2	714	901
Age of youngest child on AFDC grant						
0-2	3367	n.a.	1679	0	409	1278
3-4	1056	n.a.	302	0	302	453
5-10	1845	n.a.	107	0	682	1056
11-15	765	n.a.	0	0	275	491
16-17	256	n.a.	0	201	28	27
Ethnicity						
White	3743	56	1022	105	474	2086
Black	3572	84	1037	92	1203	1157
Hispanic	97	3	23	2	17	51
Other	20	1	6	2	1	10
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.4
3-4	0.3	n.a.	0.4	0.0	0.3	0.2
5-10	0.7	n.a.	0.2	0.0	1.0	0.8
Years of education completed (estimate)						
0-4	4460	n.a.	1255	129	653	2423
5-8	287	n.a.	60	10	121	96
9-11	931	n.a.	321	18	326	265
HS/GED	1612	n.a.	453	44	595	520
Months of AFDC receipt within last 60 months						
0-11	2321	n.a.	718	67	0	1535
12-23	1668	n.a.	600	32	0	1036
24-35	1077	n.a.	339	16	0	723
36 and over	2223	n.a.	431	86	1695	10
Mean years of remaining AFDC eligibility						
	13.0	n.a.	16.3	1.5	11.4	12.5
Work experience (within previous year)						
Yes	3444	n.a.	996	88	611	1749
No	3845	n.a.	1093	113	1084	1555

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 Brownsville-Harlingen MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	6555	199	1262	220	2199	2675
Age distribution						
Less than 16	3	0	3	0	0	0
16-17	288	199	87	0	0	2
18-19	305	0	301	1	0	3
20-23	902	0	870	0	0	31
24-29	1437	0	0	0	544	893
30-39	1955	0	0	39	879	1037
40-49	1062	0	0	88	513	460
50 and over	602	0	0	92	263	248
Number of children on AFDC grant						
1	2491	n.a.	778	204	569	940
2	1724	n.a.	346	16	631	731
3 and over	2141	n.a.	137	0	999	1005
Age of youngest child on AFDC grant						
0-2	2877	n.a.	1016	0	639	1222
3-4	849	n.a.	177	0	325	348
5-10	1624	n.a.	69	0	807	748
11-15	727	n.a.	0	0	396	332
16-17	278	n.a.	0	220	32	26
Ethnicity						
White	195	3	30	2	38	122
Black	15	0	1	0	6	8
Hispanic	6345	196	1230	218	2155	2545
Other	0	0	0	0	0	0
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.3	0.0	0.2	0.2
5-10	0.8	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	403	n.a.	41	17	114	231
5-8	1798	n.a.	245	86	710	757
9-11	1737	n.a.	486	40	546	664
HS/GED	2418	n.a.	489	78	829	1022
Months of AFDC receipt within last 60 months						
0-11	1524	n.a.	370	41	0	1113
12-23	1199	n.a.	323	22	0	854
24-35	970	n.a.	239	29	0	702
36 and over	2663	n.a.	330	127	2199	7
Mean years of remaining AFDC eligibility						
	12.8	n.a.	16.3	1.5	11.6	13.1
Work experience (within previous year)						
Yes	1930	n.a.	419	48	464	999
No	4426	n.a.	843	172	1735	1676

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 Corpus Christi MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	8425	178	2119	199	2164	3766
Age distribution						
Less than 16	21	0	21	0	0	0
16-17	306	178	127	0	0	1
18-19	459	0	450	0	0	9
20-23	1570	0	1520	0	0	50
24-29	2370	0	0	1	826	1543
30-39	2416	0	0	58	867	1491
40-49	888	0	0	73	335	480
50 and over	394	0	0	67	136	191
Number of children on AFDC grant						
1	3378	n.a.	1217	173	588	1400
2	2374	n.a.	602	26	579	1168
3 and over	2495	n.a.	299	0	998	1198
Age of youngest child on AFDC grant						
0-2	3865	n.a.	1688	0	641	1535
3-4	1266	n.a.	318	0	372	575
5-10	2136	n.a.	112	0	859	1165
11-15	748	n.a.	0	0	279	468
16-17	232	n.a.	0	199	12	21
Ethnicity						
White	1466	20	341	38	211	856
Black	715	14	180	13	255	253
Hispanic	6222	143	1593	145	1697	2643
Other	23	1	4	2	1	15
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	1943	n.a.	453	54	315	1121
5-8	1700	n.a.	330	58	553	759
9-11	1998	n.a.	666	30	535	767
HS/GED	2605	n.a.	670	57	762	1117
Months of AFDC receipt within last 60 months						
0-11	2217	n.a.	617	50	0	1550
12-23	1883	n.a.	592	37	0	1254
24-35	1359	n.a.	382	27	0	950
36 and over	2789	n.a.	527	85	2164	12
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.2	1.5	12.2	12.8
Work experience (within previous year)						
Yes	3024	n.a.	777	67	572	1608
No	5224	n.a.	1342	132	1592	2158

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 Laredo MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3055	95	668	85	894	1313
Age distribution						
Less than 16	6	0	6	0	0	0
16-17	146	95	50	0	0	0
18-19	156	0	156	0	0	0
20-23	470	0	456	0	0	15
24-29	694	0	0	0	234	460
30-39	839	0	0	12	344	483
40-49	488	0	0	39	225	225
50 and over	256	0	0	34	92	131
Number of children on AFDC grant						
1	1192	n.a.	399	82	273	439
2	790	n.a.	179	3	225	383
3 and over	978	n.a.	91	0	397	491
Age of youngest child on AFDC grant						
0-2	1498	n.a.	572	0	250	676
3-4	380	n.a.	78	0	142	160
5-10	627	n.a.	18	0	303	306
11-15	343	n.a.	0	0	178	165
16-17	112	n.a.	0	85	21	6
Ethnicity						
White	25	0	7	1	2	15
Black	1	0	0	0	0	1
Hispanic	3028	95	662	84	892	1296
Other	1	0	0	0	0	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.3	0.6
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.8
Years of education completed (estimate)						
0-4	97	n.a.	10	6	27	54
5-8	854	n.a.	133	33	293	395
9-11	854	n.a.	262	15	229	348
HS/GED	1155	n.a.	264	31	345	516
Months of AFDC receipt within last 60 months						
0-11	830	n.a.	218	15	0	598
12-23	616	n.a.	197	13	0	406
24-35	427	n.a.	108	11	0	307
36 and over	1087	n.a.	145	46	894	2
Mean years of remaining AFDC eligibility						
	13.3	n.a.	16.5	1.5	11.4	13.6
Work experience (within previous year)						
Yes	847	n.a.	178	12	191	466
No	2113	n.a.	491	73	703	847

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 McAllen-Edinburg-Mission MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	10365	361	1888	353	3362	4400
Age distribution						
Less than 16	16	0	16	0	0	0
16-17	488	361	126	0	0	1
18-19	416	0	410	1	0	4
20-23	1381	0	1336	1	0	44
24-29	2206	0	0	0	822	1383
30-39	3062	0	0	51	1325	1685
40-49	1793	0	0	125	818	850
50 and over	1003	0	0	174	397	432
Number of children on AFDC grant						
1	3895	n.a.	1180	312	950	1454
2	2791	n.a.	506	39	950	1296
3 and over	3318	n.a.	202	2	1463	1650
Age of youngest child on AFDC grant						
0-2	4531	n.a.	1548	0	962	2021
3-4	1303	n.a.	254	0	472	578
5-10	2518	n.a.	87	0	1256	1174
11-15	1205	n.a.	0	0	620	584
16-17	448	n.a.	0	353	53	42
Ethnicity						
White	203	2	55	6	45	96
Black	6	0	2	0	2	1
Hispanic	10154	359	1831	348	3314	4302
Other	2	0	0	0	1	1
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.3	0.0	0.2	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.9
Years of education completed (estimate)						
0-4	522	n.a.	73	34	168	246
5-8	2904	n.a.	358	143	1082	1322
9-11	2724	n.a.	718	59	828	1119
HS/GED	3853	n.a.	739	117	1284	1713
Months of AFDC receipt within last 60 months						
0-11	2503	n.a.	552	67	0	1884
12-23	1915	n.a.	517	63	0	1335
24-35	1578	n.a.	356	49	0	1172
36 and over	4008	n.a.	463	174	3362	9
Mean years of remaining AFDC eligibility						
	12.8	n.a.	16.3	1.5	11.6	13.1
Work experience (within previous year)						
Yes	3459	n.a.	655	104	914	1787
No	6545	n.a.	1234	249	2448	2614

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 Victoria MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1449	28	389	35	289	708
Age distribution						
Less than 16	6	0	6	0	0	0
16-17	45	28	17	0	0	1
18-19	74	0	73	0	0	1
20-23	298	0	294	0	0	4
24-29	402	0	0	0	98	304
30-39	438	0	0	16	124	298
40-49	125	0	0	11	46	68
50 and over	60	0	0	8	21	31
Number of children on AFDC grant						
1	602	n.a.	207	29	85	282
2	417	n.a.	118	6	82	211
3 and over	402	n.a.	64	0	123	216
Age of youngest child on AFDC grant						
0-2	686	n.a.	312	0	85	289
3-4	216	n.a.	56	0	49	111
5-10	346	n.a.	21	0	107	218
11-15	133	n.a.	0	0	46	87
16-17	40	n.a.	0	35	2	3
Ethnicity						
White	327	5	75	7	42	198
Black	267	6	67	11	69	114
Hispanic	850	17	247	16	178	393
Other	5	0	0	1	0	3
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.3	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	420	n.a.	98	10	61	251
5-8	246	n.a.	55	7	64	120
9-11	321	n.a.	116	6	66	135
HS/GED	434	n.a.	120	12	99	203
Months of AFDC receipt within last 60 months						
0-11	421	n.a.	120	10	0	292
12-23	370	n.a.	114	10	0	246
24-35	256	n.a.	86	1	0	169
36 and over	374	n.a.	69	13	289	2
Mean years of remaining AFDC eligibility						
	13.4	n.a.	16.3	1.5	11.9	12.9
Work experience (within previous year)						
Yes	572	n.a.	154	11	74	333
No	849	n.a.	235	23	216	375

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 8 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	7979	198	1933	236	2314	3299
Age distribution						
Less than 16	25	0	25	0	0	0
16-17	331	198	132	0	0	1
18-19	440	0	434	0	0	7
20-23	1376	0	1343	1	0	31
24-29	2039	0	0	0	777	1263
30-39	2195	0	0	67	881	1247
40-49	1074	0	0	93	463	518
50 and over	501	0	0	75	194	231
Number of children on AFDC grant						
1	3328	n.a.	1148	210	695	1275
2	2202	n.a.	536	26	684	956
3 and over	2252	n.a.	249	0	935	1067
Age of youngest child on AFDC grant						
0-2	3718	n.a.	1602	0	705	1410
3-4	1034	n.a.	227	0	355	451
5-10	1912	n.a.	104	0	864	944
11-15	824	n.a.	0	0	355	468
16-17	295	n.a.	0	236	35	25
Ethnicity						
White	1089	16	270	22	162	618
Black	605	15	159	27	244	161
Hispanic	6265	166	1501	187	1902	2510
Other	21	1	3	0	7	10
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.3	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.8
Years of education completed (estimate)						
0-4	1498	n.a.	358	38	263	840
5-8	1731	n.a.	306	75	612	739
9-11	1937	n.a.	632	43	565	698
HS/GED	2615	n.a.	637	81	874	1022
Months of AFDC receipt within last 60 months						
0-11	2028	n.a.	530	51	0	1447
12-23	1627	n.a.	542	37	0	1048
24-35	1191	n.a.	378	18	0	796
36 and over	2935	n.a.	484	130	2314	8
Mean years of remaining AFDC eligibility						
13.1		n.a.	16.4	1.5	12.0	12.9
Work experience (within previous year)						
Yes	2583	n.a.	617	72	527	1368
No	5198	n.a.	1316	164	1787	1931

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 9 San Antonio MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	24533	448	6630	467	7348	9641
Age distribution						
Less than 16	34	0	34	0	0	0
16-17	836	448	388	0	0	0
18-19	1588	0	1564	1	0	22
20-23	4799	0	4644	1	0	154
24-29	7382	0	0	1	2991	4389
30-39	6899	0	0	149	2968	3782
40-49	2206	0	0	190	1025	991
50 and over	791	0	0	125	364	302
Number of children on AFDC grant						
1	8434	n.a.	3310	434	1553	3138
2	7317	n.a.	2064	31	2101	3121
3 and over	8335	n.a.	1256	2	3694	3382
Age of youngest child on AFDC grant						
0-2	12122	n.a.	5467	0	2330	4324
3-4	3959	n.a.	896	0	1491	1572
5-10	5504	n.a.	265	0	2646	2593
11-15	1911	n.a.	1	0	810	1100
16-17	590	n.a.	0	467	72	51
Ethnicity						
White	3482	45	853	58	573	1953
Black	3746	59	1034	83	1265	1305
Hispanic	17221	343	4731	324	5492	6331
Other	85	1	12	2	18	51
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.4	0.5
3-4	0.4	n.a.	0.4	0.0	0.4	0.3
5-10	0.8	n.a.	0.2	0.0	1.2	0.9
Years of education completed (estimate)						
0-4	4872	n.a.	1191	92	879	2710
5-8	3555	n.a.	764	97	1388	1307
9-11	6072	n.a.	2104	83	1886	1999
HS/GED	9586	n.a.	2570	196	3195	3625
Months of AFDC receipt within last 60 months						
0-11	6537	n.a.	2130	124	0	4384
12-23	4701	n.a.	1654	85	0	2962
24-35	3394	n.a.	1088	44	0	2262
36 and over	9354	n.a.	1758	215	7348	34
Mean years of remaining AFDC eligibility						
	13.6	n.a.	16.3	1.5	12.5	13.2
Work experience (within previous year)						
Yes	9025	n.a.	2423	166	1972	4464
No	15060	n.a.	4207	301	5376	5177

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Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 9 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	7134	171	1629	201	1914	3219
Age distribution						
Less than 16	25	0	25	0	0	0
16-17	300	171	130	0	0	0
18-19	388	0	386	0	0	2
20-23	1113	0	1089	0	0	23
24-29	1800	0	0	0	589	1211
30-39	2097	0	0	41	761	1295
40-49	953	0	0	87	390	476
50 and over	458	0	0	73	174	211
Number of children on AFDC grant						
1	2754	n.a.	954	170	514	1116
2	1960	n.a.	437	30	525	968
3 and over	2249	n.a.	238	1	875	1135
Age of youngest child on AFDC grant						
0-2	3401	n.a.	1350	0	593	1458
3-4	953	n.a.	219	0	317	417
5-10	1621	n.a.	60	0	658	903
11-15	732	n.a.	0	0	318	413
16-17	256	n.a.	0	201	27	28
Ethnicity						
White	1098	16	268	27	149	638
Black	172	5	40	9	57	61
Hispanic	5784	149	1304	163	1675	2493
Other	80	1	17	2	34	27
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.4	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.0	0.9
Years of education completed (estimate)						
0-4	1541	n.a.	367	43	240	890
5-8	1167	n.a.	186	50	405	526
9-11	1627	n.a.	493	31	453	649
HS/GED	2629	n.a.	583	77	816	1154
Months of AFDC receipt within last 60 months						
0-11	1983	n.a.	517	45	0	1421
12-23	1493	n.a.	429	25	0	1039
24-35	1081	n.a.	297	26	0	758
36 and over	2407	n.a.	386	106	1914	1
Mean years of remaining AFDC eligibility						
	13.2	n.a.	16.4	1.5	11.9	13.1
Work experience (within previous year)						
Yes	2520	n.a.	590	65	472	1393
No	4444	n.a.	1039	136	1443	1826

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 10
 Beaumont-Port Arthur MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	8222	154	2093	225	2502	3248
Age distribution						
Less than 16	11	0	11	0	0	0
16-17	244	154	89	0	0	0
18-19	437	0	431	0	0	6
20-23	1586	0	1561	1	0	23
24-29	2587	0	0	1	1081	1505
30-39	2402	0	0	85	1043	1275
40-49	729	0	0	106	286	336
50 and over	227	0	0	31	93	103
Number of children on AFDC grant						
1	3492	n.a.	1244	203	693	1352
2	2382	n.a.	575	20	774	1012
3 and over	2193	n.a.	274	1	1035	884
Age of youngest child on AFDC grant						
0-2	3714	n.a.	1676	0	724	1314
3-4	1170	n.a.	317	0	421	431
5-10	2111	n.a.	99	0	973	1038
11-15	783	n.a.	0	0	349	435
16-17	289	n.a.	0	225	35	30
Ethnicity						
White	2516	37	630	67	417	1365
Black	5407	107	1411	144	1985	1760
Hispanic	125	3	31	2	29	59
Other	174	7	20	11	72	64
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	3361	n.a.	861	95	631	1774
5-8	408	n.a.	73	17	187	132
9-11	1366	n.a.	423	29	525	389
HS/GED	2933	n.a.	736	84	1160	953
Months of AFDC receipt within last 60 months						
0-11	1857	n.a.	567	55	0	1236
12-23	1636	n.a.	515	47	0	1074
24-35	1331	n.a.	374	25	0	932
36 and over	3244	n.a.	637	98	2502	7
Mean years of remaining AFDC eligibility						
	13.1	n.a.	16.3	1.6	11.9	12.6
Work experience (within previous year)						
Yes	3280	n.a.	883	80	789	1527
No	4788	n.a.	1210	144	1713	1721

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 10 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	6412	142	1667	208	1859	2535
Age distribution						
Less than 16	10	0	10	0	0	0
16-17	232	142	89	0	0	0
18-19	378	0	372	0	0	6
20-23	1231	0	1196	0	0	36
24-29	1871	0	0	1	769	1101
30-39	1874	0	0	86	787	1001
40-49	593	0	0	91	210	293
50 and over	223	0	0	30	94	99
Number of children on AFDC grant						
1	2559	n.a.	915	183	497	963
2	1991	n.a.	506	23	608	854
3 and over	1720	n.a.	246	1	754	718
Age of youngest child on AFDC grant						
0-2	2791	n.a.	1349	0	467	975
3-4	902	n.a.	240	0	297	364
5-10	1605	n.a.	78	0	750	777
11-15	708	n.a.	0	0	316	392
16-17	264	n.a.	0	208	29	27
Ethnicity						
White	2781	56	643	93	472	1519
Black	3503	84	990	114	1367	949
Hispanic	109	2	31	1	19	56
Other	18	0	3	0	2	12
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	3418	n.a.	834	120	668	1796
5-8	242	n.a.	53	10	111	69
9-11	872	n.a.	299	20	347	206
HS/GED	1738	n.a.	482	58	734	464
Months of AFDC receipt within last 60 months						
0-11	1519	n.a.	429	50	0	1039
12-23	1317	n.a.	448	26	0	844
24-35	992	n.a.	320	28	0	645
36 and over	2442	n.a.	470	104	1859	8
Mean years of remaining AFDC eligibility						
	12.8	n.a.	16.3	1.6	11.5	12.4
Work experience (within previous year)						
Yes	2495	n.a.	679	70	548	1198
No	3775	n.a.	988	137	1312	1338

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 11 Brazoria MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	1429	22	411	37	203	755
Age distribution						
Less than 16	1	0	1	0	0	0
16-17	42	22	20	0	0	0
18-19	101	0	99	0	0	1
20-23	295	0	291	0	0	4
24-29	437	0	0	0	76	361
30-39	412	0	0	19	89	304
40-49	117	0	0	13	35	69
50 and over	23	0	0	4	3	16
Number of children on AFDC grant						
1	518	n.a.	221	30	44	223
2	460	n.a.	129	7	53	273
3 and over	428	n.a.	61	0	107	259
Age of youngest child on AFDC grant						
0-2	716	n.a.	360	0	55	302
3-4	211	n.a.	39	0	39	133
5-10	320	n.a.	12	0	79	228
11-15	118	n.a.	0	0	29	89
16-17	41	n.a.	0	37	1	3
Ethnicity						
White	716	10	206	21	65	415
Black	410	7	120	11	94	179
Hispanic	295	5	86	3	40	161
Other	7	1	0	1	4	1
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.1	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.3	0.9
Years of education completed (estimate)						
0-4	840	n.a.	246	25	84	486
5-8	103	n.a.	23	3	23	54
9-11	188	n.a.	66	3	37	82
HS/GED	276	n.a.	76	6	59	134
Months of AFDC receipt within last 60 months						
0-11	564	n.a.	197	13	0	354
12-23	378	n.a.	122	7	0	249
24-35	202	n.a.	44	7	0	152
36 and over	263	n.a.	49	10	203	0
Mean years of remaining AFDC eligibility						
	13.5	n.a.	16.5	1.5	11.8	12.9
Work experience (within previous year)						
Yes	602	n.a.	189	11	69	333
No	805	n.a.	222	26	134	422

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 11 Galveston-Texas City MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	3394	59	831	73	850	1581
Age distribution						
Less than 16	6	0	6	0	0	0
16-17	89	59	30	0	0	0
18-19	172	0	169	0	0	3
20-23	643	0	627	0	0	16
24-29	1105	0	0	0	387	718
30-39	1069	0	0	39	369	662
40-49	234	0	0	21	74	139
50 and over	77	0	0	12	21	44
Number of children on AFDC grant						
1	1263	n.a.	455	66	187	555
2	1040	n.a.	232	7	266	535
3 and over	1032	n.a.	144	0	398	491
Age of youngest child on AFDC grant						
0-2	1462	n.a.	660	0	236	565
3-4	549	n.a.	127	0	151	270
5-10	910	n.a.	44	0	337	529
11-15	329	n.a.	0	0	123	206
16-17	87	n.a.	0	73	3	11
Ethnicity						
White	979	14	207	22	108	628
Black	1986	35	522	37	658	734
Hispanic	352	6	89	8	72	178
Other	76	4	13	6	12	41
Mean number of children eligible for child care						
0-2	0.5	n.a.	1.0	0.0	0.3	0.4
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.8	n.a.	0.3	0.0	1.2	0.9
Years of education completed (estimate)						
0-4	1278	n.a.	282	30	160	805
5-8	272	n.a.	53	9	93	116
9-11	678	n.a.	212	11	223	233
HS/GED	1107	n.a.	284	23	374	427
Months of AFDC receipt within last 60 months						
0-11	1007	n.a.	286	26	0	695
12-23	758	n.a.	237	11	0	510
24-35	520	n.a.	131	13	0	375
36 and over	1051	n.a.	178	22	850	1
Mean years of remaining AFDC eligibility						
	13.0	n.a.	16.2	1.6	11.9	12.5
Work experience (within previous year)						
Yes	1548	n.a.	406	31	315	796
No	1788	n.a.	426	41	535	786

Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 11 Houston MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	54758	1089	13811	1453	15839	22566
Age distribution						
Less than 16	42	0	42	0	0	0
16-17	1564	1089	468	1	0	6
18-19	2972	0	2915	13	0	44
20-23	10866	0	10385	21	0	459
24-29	16802	0	0	13	6804	9985
30-39	16667	0	0	582	6853	9232
40-49	4476	0	0	584	1695	2197
50 and over	1368	0	0	237	487	644
Number of children on AFDC grant						
1	20696	n.a.	7354	1270	3579	8493
2	17048	n.a.	4205	178	5043	7623
3 and over	15924	n.a.	2253	4	7217	6450
Age of youngest child on AFDC grant						
0-2	24619	n.a.	11137	0	4548	8934
3-4	8261	n.a.	2022	0	2996	3243
5-10	13591	n.a.	651	0	5942	6997
11-15	5379	n.a.	0	0	2170	3209
16-17	1819	n.a.	0	1453	183	183
Ethnicity						
White	10489	158	2637	286	1359	6048
Black	33637	698	8547	891	11820	11681
Hispanic	9361	177	2504	154	2252	4274
Other	1272	56	123	122	409	562
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.8
Years of education completed (estimate)						
0-4	14435	n.a.	3679	421	2108	8227
5-8	5748	n.a.	1101	209	2153	2285
9-11	12699	n.a.	3915	265	4304	4215
HS/GED	20787	n.a.	5117	558	7274	7838
Months of AFDC receipt within last 60 months						
0-11	14239	n.a.	4325	390	0	9524
12-23	11140	n.a.	3582	267	0	7291
24-35	8319	n.a.	2464	199	0	5656
36 and over	19570	n.a.	3439	597	15839	95
Mean years of remaining AFDC eligibility	13.0	n.a.	16.2	1.5	12.0	12.5
Work experience (within previous year)						
Yes	22756	n.a.	6061	555	4934	11205
No	30913	n.a.	7750	897	10905	11361

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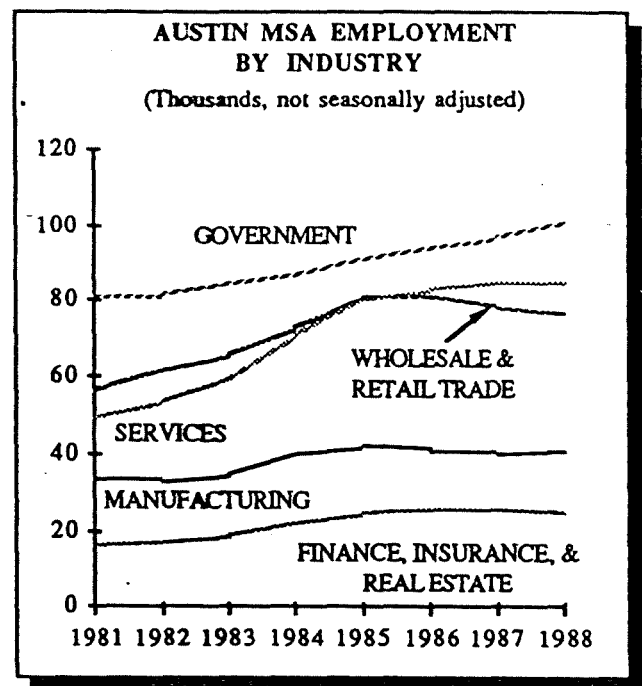
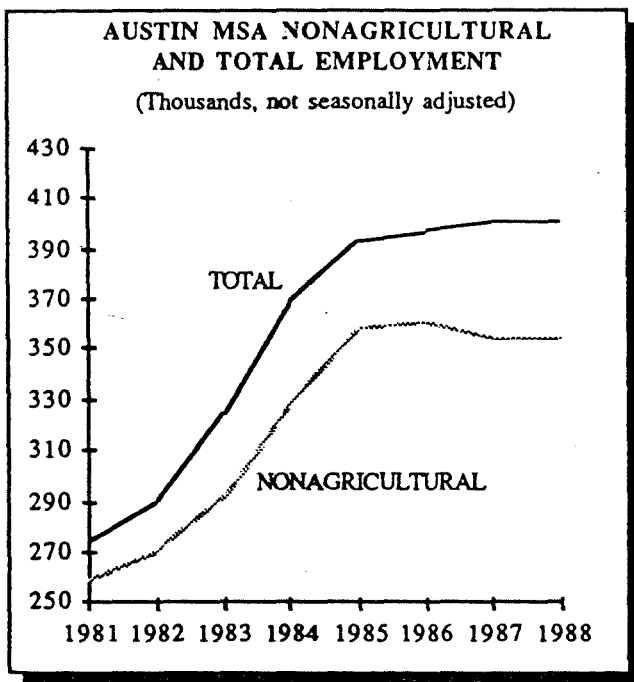
Demographic Characteristics of Potential JOBS Participants - AFDC Basic Program
 FY 1991 Projections - Region 11 Non MSA

	Total caretakers and youth	Mandatory youth	Custodial parents less than 24 (estimate)	Caretakers within 2 years of ineligibility	Caretakers 36/60 months on AFDC	Other (non-target group)
Total	2971	56	768	83	765	1300
Age distribution						
Less than 16	7	0	7	0	0	0
16-17	91	56	36	0	0	0
18-19	175	0	174	0	0	1
20-23	571	0	551	0	0	20
24-29	902	0	0	1	346	554
30-39	829	0	0	21	293	515
40-49	284	0	0	42	88	153
50 and over	112	0	0	18	38	56
Number of children on AFDC grant						
1	1133	n.a.	416	77	187	454
2	859	n.a.	210	4	241	403
3 and over	923	n.a.	142	1	337	442
Age of youngest child on AFDC grant						
0-2	1341	n.a.	612	0	227	502
3-4	437	n.a.	107	0	135	194
5-10	721	n.a.	48	0	261	411
11-15	315	n.a.	0	0	132	183
16-17	102	n.a.	0	83	10	9
Ethnicity						
White	760	16	181	22	74	467
Black	1594	32	430	45	565	522
Hispanic	586	7	155	15	117	292
Other	31	1	1	1	9	19
Mean number of children eligible for child care						
0-2	0.6	n.a.	1.0	0.0	0.3	0.5
3-4	0.3	n.a.	0.4	0.0	0.3	0.3
5-10	0.7	n.a.	0.2	0.0	1.1	0.9
Years of education completed (estimate)						
0-4	989	n.a.	244	31	114	600
5-8	302	n.a.	60	12	102	128
9-11	631	n.a.	207	12	203	209
HS/GED	994	n.a.	257	28	347	362
Months of AFDC receipt within last 60 months						
0-11	813	n.a.	236	32	0	545
12-23	674	n.a.	199	10	0	465
24-35	442	n.a.	149	8	0	286
36 and over	986	n.a.	184	32	765	3
Mean years of remaining AFDC eligibility						
	13.0	n.a.	16.2	1.5	11.8	12.6
Work experience (within previous year)						
Yes	1253	n.a.	331	36	245	641
No	1663	n.a.	437	47	521	658

Appendix C

AUSTIN METROPOLITAN AREA EMPLOYMENT BY INDUSTRY (Thousands, not seasonally adjusted)

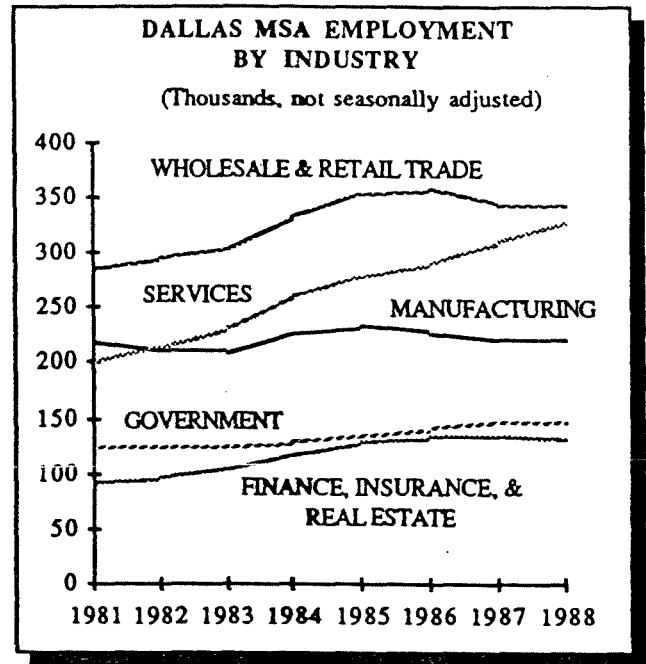
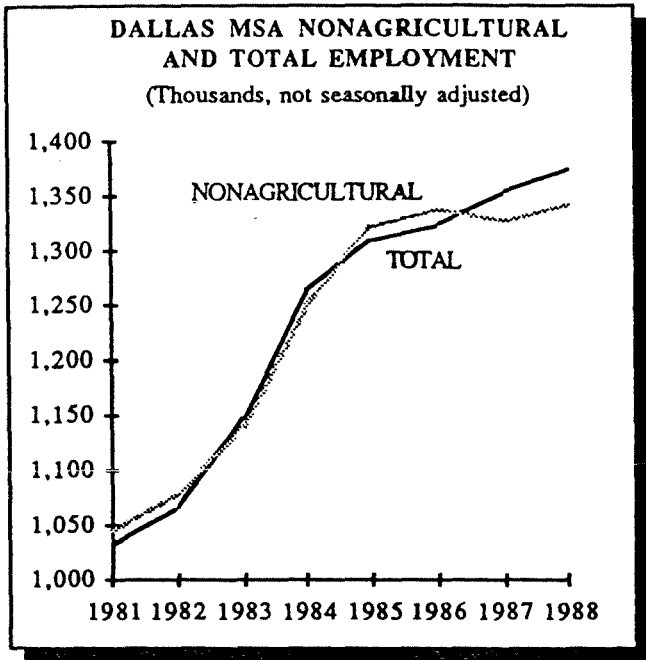
PERIOD	TOTAL		WHOLESALE & RETAIL TRADE		FINANCE, INSURANCE, & RE		SERV	GOVT	MINING	CONST	TRANS & UTILITIES
	TOTAL	NONAG	MANU	TRADE	& RE						
1981.....	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4	33.4
1982.....	32.9	32.9	32.9	32.9	32.9	32.9	32.9	32.9	32.9	32.9	32.9
1983.....	34.6	34.6	34.6	34.6	34.6	34.6	34.6	34.6	34.6	34.6	34.6
1984.....	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2
1985.....	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0	42.0
1986.....	40.8	40.8	40.8	40.8	40.8	40.8	40.8	40.8	40.8	40.8	40.8
1987.....	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2	40.2
1988.....	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.1



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

DALLAS METROPOLITAN AREA EMPLOYMENT BY INDUSTRY (Thousands, not seasonally adjusted)

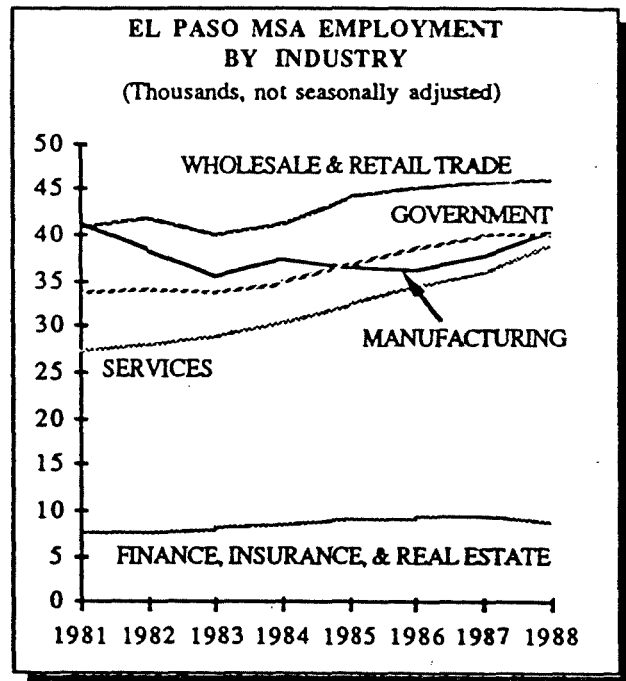
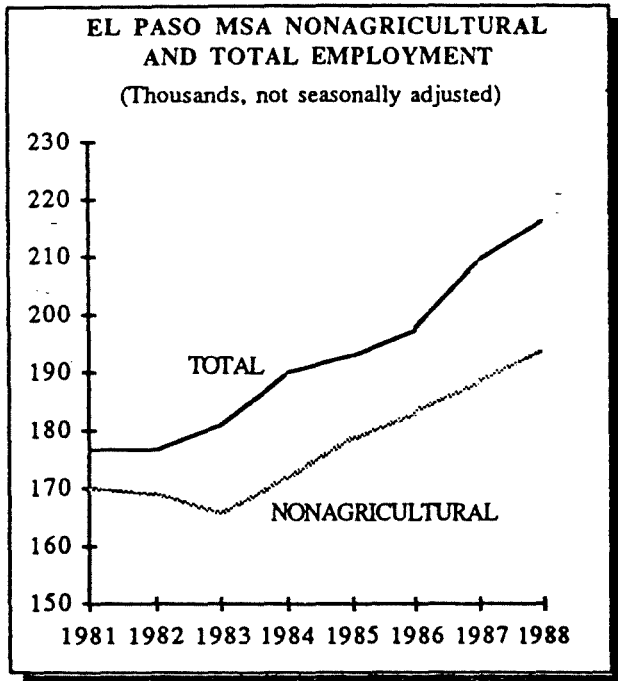
PERIOD	TOTAL		WHOLESALE FINANCE, & RETAIL INSURANCE					TRANS &		
	TOTAL	NONAG	MANU	TRADE	& RE	SERV	GOVT	MINING	CONST	UTILITIES
1981.....	1,031.2	1,044.4	218.4	286.3	92.4	201.0	123.6	23.8	59.7	71.9
1982.....	1,065.9	1,077.9	210.5	294.5	96.3	214.2	123.3	25.0	63.9	73.9
1983.....	1,148.2	1,140.5	208.2	304.0	104.4	231.3	124.9	23.6	70.1	74.0
1984.....	1,264.1	1,248.8	226.6	333.0	116.8	260.8	128.6	23.4	80.4	79.2
1985.....	1,310.0	1,322.1	232.7	353.3	128.3	278.9	134.4	23.7	87.2	83.6
1986.....	1,324.6	1,337.7	226.7	356.8	133.0	290.8	141.2	21.3	81.5	86.4
1987.....	1,354.2	1,326.8	221.3	344.1	132.8	309.8	147.2	19.0	63.5	89.1
1988.....	1,375.3	1,342.5	223.1	345.4	129.5	329.6	149.4	18.6	55.5	91.4



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

EL PASO METROPOLITAN AREA EMPLOYMENT BY INDUSTRY
(Thousands, not seasonally adjusted)

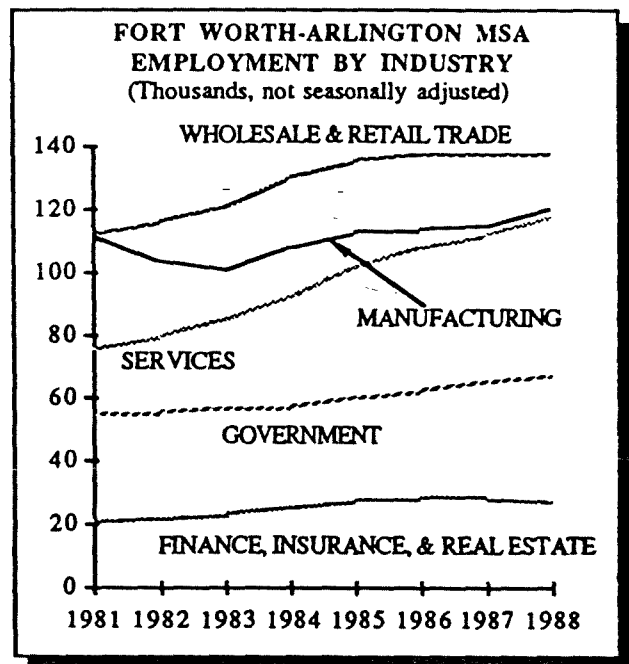
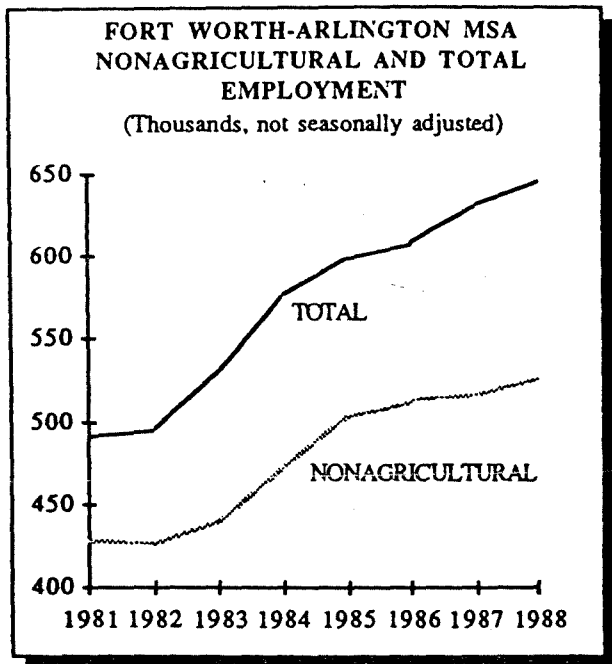
PERIOD	WHOLESALE FINANCE, & RETAIL INSURANCE									
	TOTAL	NONAG	MANU	TRADE	& RE	SERV	GOVT	MINING	CONST	TRANS & UTILITIES
1981.....	176.5	170.0	41.2	41.0	7.6	27.3	33.8	-	8.7	10.5
1982.....	176.5	168.9	38.3	41.9	7.7	28.0	34.1	-	8.2	10.7
1983.....	181.0	165.4	35.6	40.0	8.1	28.9	33.8	-	8.8	9.9
1984.....	189.7	171.7	37.4	41.2	8.6	30.4	34.9	-	9.0	9.9
1985.....	192.9	178.5	36.5	44.1	9.2	32.4	36.8	-	9.3	9.9
1986.....	197.6	183.1	36.0	45.1	9.3	34.2	38.6	-	10.0	9.9
1987.....	209.3	188.2	37.5	45.7	9.3	35.8	39.9	-	9.6	10.4
1988.....	216.2	193.7	40.4	46.0	8.7	38.9	39.9	-	9.0	10.8



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

FORT WORTH ARLINGTON METROPOLITAN AREA EMPLOYMENT BY INDUSTRY (Thousands, not seasonally adjusted)

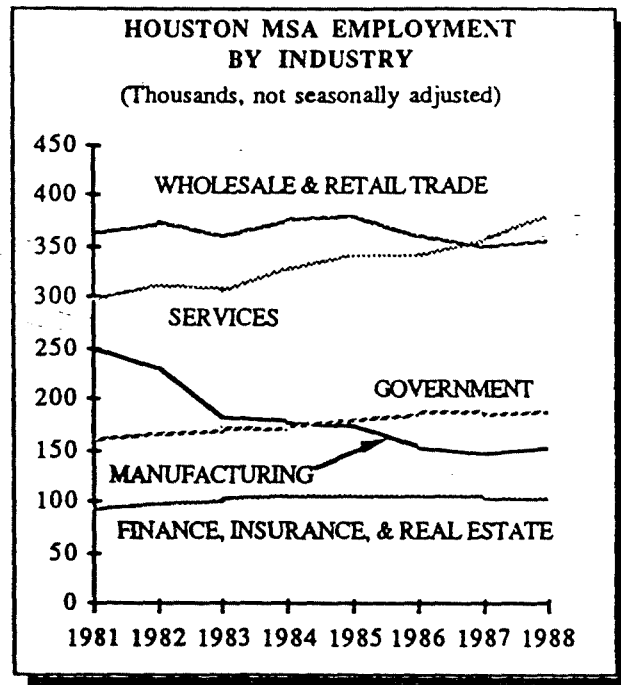
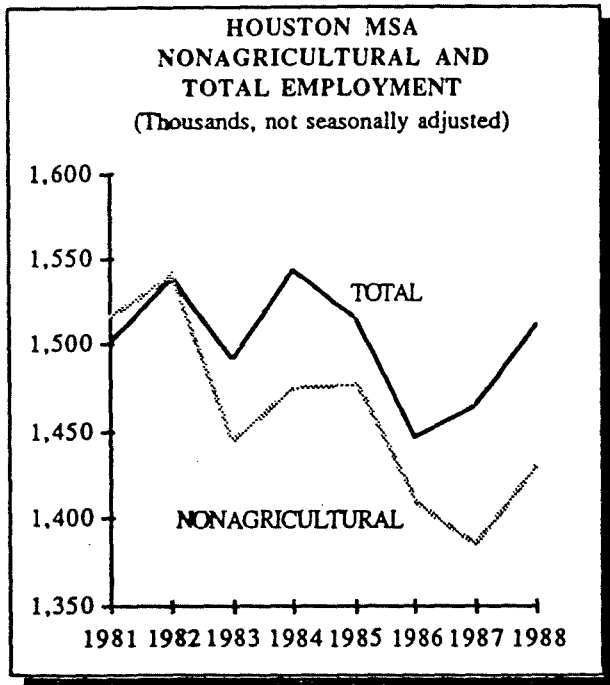
PERIOD	WHOLESALE FINANCE, & RETAIL INSURANCE									
	TOTAL	NONAG	MANU	TRADE	& RE	SERV	GOVT	MINING	CONST	TRANS & UTILITIES
1981.....	491.8	428.4	111.6	112.2	20.6	75.7	55.1	5.0	22.8	25.4
1982.....	496.3	426.4	103.7	116.1	21.6	79.7	55.6	5.0	22.0	22.7
1983.....	531.2	440.6	100.6	120.8	23.3	84.9	56.7	4.7	26.3	23.3
1984.....	576.5	473.0	108.0	130.1	25.5	92.4	57.4	4.6	30.4	24.6
1985.....	598.9	503.4	113.2	135.3	28.0	102.1	60.4	4.4	33.7	26.3
1986.....	608.4	512.2	113.6	137.4	28.5	108.2	62.9	3.8	30.4	27.4
1987.....	630.9	515.8	114.9	137.4	27.7	112.0	65.5	3.6	25.4	29.3
1988.....	645.0	526.5	120.1	137.0	26.8	117.9	67.9	3.7	22.9	30.2



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

HOUSTON METROPOLITAN AREA EMPLOYMENT BY INDUSTRY (Thousands, not seasonally adjusted)

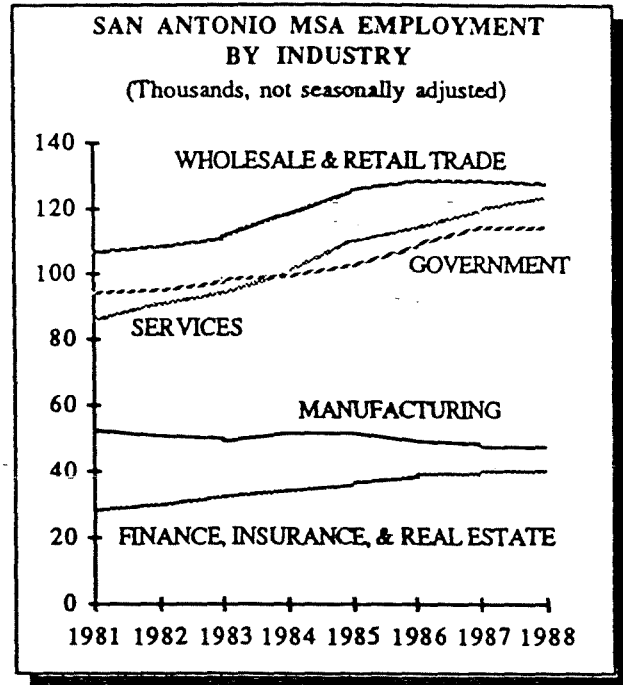
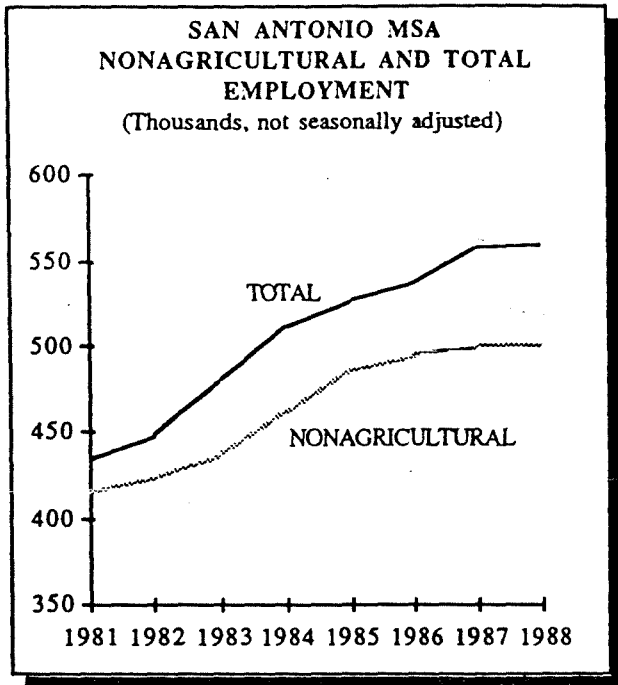
PERIOD	HOUSTON METROPOLITAN AREA EMPLOYMENT BY INDUSTRY									
	TOTAL	NONAG	MANU	WHOLESALE & RETAIL TRADE	FINANCE, INSURANCE & RE	SERV	GOVT	MINING	CONST	TRANS & UTILITIES
1981.....	1,502.6	1,517.2	249.7	364.0	92.2	298.4	159.2	104.4	142.3	107.0
1982.....	1,540.6	1,541.5	230.0	374.1	99.0	312.0	165.5	109.6	142.6	108.7
1983.....	1,492.2	1,444.9	181.3	360.2	103.7	306.8	170.6	95.3	125.8	101.2
1984.....	1,544.1	1,476.1	178.0	376.2	107.0	328.4	172.9	94.4	118.5	100.7
1985.....	1,515.6	1,479.0	173.0	380.6	106.9	342.1	180.5	88.4	107.0	100.5
1986.....	1,446.8	1,410.9	153.6	361.2	105.3	340.9	186.8	71.6	94.9	96.6
1987.....	1,465.4	1,386.6	146.5	349.6	102.9	356.6	184.8	62.5	85.2	98.5
1988.....	1,511.7	1,431.8	153.9	355.7	101.2	379.7	187.8	65.9	87.3	100.3



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

SAN ANTONIO METROPOLITAN AREA EMPLOYMENT BY INDUSTRY
(Thousands, not seasonally adjusted)

PERIOD	TOTAL		MANU	WHOLESALE	FINANCE,	SERV	GOVT	MINING	CONST	TRANS & UTILITIES
	TOTAL	NONAG		& RETAIL TRADE	& RE INSURANCE					
1981.....	434.5	414.7	52.5	106.2	27.6	85.8	93.7	3.2	27.1	18.6
1982.....	448.4	423.5	50.6	108.3	29.3	90.9	95.2	3.3	27.5	18.4
1983.....	480.2	437.1	49.3	111.5	31.8	94.3	97.9	3.3	31.1	17.9
1984.....	511.5	461.1	51.8	118.6	34.1	100.6	99.2	3.4	34.9	18.5
1985.....	527.0	486.1	51.4	125.4	36.2	110.1	102.7	3.3	37.8	19.2
1986.....	537.3	495.1	48.6	128.0	38.5	114.4	108.9	2.8	35.2	18.7
1987.....	558.2	499.7	47.1	128.4	39.3	120.2	114.0	2.6	29.5	18.6
1988.....	560.6	499.7	47.6	127.3	39.4	124.3	114.8	2.4	24.9	19.0



Sources: Texas Employment Commission; U.S. Department of Labor, Bureau of Labor Statistics.

Appendix D

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OES Code: 21302		OES Title: WHOLESALE/RETAIL BUYERS	
Current Occ. Employment:	11600	Annual Aver. Job Openings:	661
Nat. Occ. Employment:	160059	Total Projected Employment:	13450
Occ. Separation Rates:	0.0380	Unemployed Applicants:	0
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.380
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	49.5	Wage Rates:	9.93
Pct Minorities:	17.3	Labor Supply:	12738
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	15.94
Specialization Coeff	0.928	Absolute Chg 1985-95	1850
Primary D.O.T. Code	162.157-018		

License/OtherMessage Includes assistant buyers

Desc: Buy merchandise or commodities (other than farm products) for resale to consumers at the wholesale or retail level, including both durable and nondurable goods. Analyze past buying trends, sales records, price, and quality of merchandise to determine value and yield. Select, order, and authorize payment of merchandise according to contractual agreements. May conduct meetings with sales personnel and introduce new products.

Related Programs:
 010101(D) 010503(D) 080102(D) 080503(D) 080601(D) 080707(D) 080803(D)
 081203(D) 010102(C) 010104(C) 010401(C) 010501(C) 020201(C) 020402(C)+

Industrial Patterns:

531 DEPARTMENT STORES	12.29	506 ELECTRICAL GOODS	4.74
882 SELF-EMPLOYED	10.45	594 MISC. SHOPPING GOODS	4.53
508 MACHINRY/EQUIP/SUPPLY	9.46	571 FURNITURE/FURNISHINGS	3.58
514 GROCERIES/REL. GOODS	6.37	521 LUMBER/BLDG MATERIALS	3.42
562 WOMEN'S READY-TO-WEAR	4.87	503 LUMBER/CONS. MATERIAL	3.04

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OES Code: 22514		OES Title: DRAFTERS	
Current Occ. Employment:	24850	Annual Aver. Job Openings:	751
Nat. Occ. Employment:	312183	Total Projected Employment:	29000
Occ. Separation Rates:	0.0194	Unemployed Applicants:	2714
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	1.228
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	15.8	Wage Rates:	7.41
Pct Minorities:	12.9	Labor Supply:	3053
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	16.70
Specialization Coeff	1.020	Absolute Chg 1985-95	4150
Primary D.O.T. Code	017.261-030		

License/OtherMessage NO COMMENT

Desc: Prepare clear, complete, and accurate working plans and detail drawings from rough or detailed sketches or notes for engineering or manufacturing purposes according to specified dimensions. Utilize knowledge of various machines, engineering practices, mathematics, building materials, and other physical sciences to complete drawings.

Related Programs:
 150101(D) 150202(D) 480101(D) 480102(D) 480103(D) 480104(D) 480105(D)
 150201(C) 150203(C) 150805(C) 159999(C) 480201(C)

Industrial Patterns:

871	36.70	344 FABRICTD STRUCT.METAL	2.93
131 CRUDE PETROLEUM/GAS	7.62	930 LOCAL GOVT EX. EDUCAT	2.53
367 ELECTRONIC COMPONENTS	4.53	739 MISC.BUSINESS SERVICE	2.47
162 HEAVY CONSTRUCTION	3.39	154 NONRESIDENT BUILDING	2.25
366 COMMUNICATION EQUIP.	3.02	353 CONSTRUCTION MACHINERY	2.10

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OES Code: 27311
 Current Occ. Employment: 10000
 Nat. Occ. Employment: 149419
 Occ. Separation Rates: 0.0320
 Spec. Voc. Prep. Train(SVPT): 6
 Pct Req. Post High Sch. Educ.: 0.00
 Pct Females: 69.3
 Pct Minorities: 28.2
 Environ. Cond. Restricts (Y/N)? : N
 Specialization Coeff 0.857
 Primary D.O.T. Code 195.227-014

OES Title: RECREATION WORKERS
 Annual Aver. Job Openings: 676
 Total Projected Employment: 12600
 Unemployed Applicants: 43
 Growth to Replacement Ratio: 0.629
 Licensure (Y/N)? : N
 Wage Rates: 5.80
 Labor Supply: 4751
 Pct Chg 1985-1995 26.00
 Absolute Chg 1985-95 2600

License/OtherMessage NO COMMENT

Desc: Conduct recreation activities with groups in public, private, or volunteer agencies or recreation facilities. Consider needs and interests of individual members and organize and promote activities, such as arts and crafts, sports, games, music, dramatics, social recreation, camping, and hobbies.

Related Programs:

060702(D) 170817(D) 131101(C) 131307(C) 139999(C) 190704(C) 200607(C)
 231001(C) 240101(C) 310101(C) 380201(C) 420101(C) 440701(C) 451101(C)+

Industrial Patterns:

930 LOCAL GOVT EX. EDUCAT	40.45	703 CAMPS/TRAILER PARKS	6.57
864 CIVIC/SOCIAL ORGANIZ.	14.05	836 RESIDENTIAL CARE	4.50
832 INDIVID./FAMILY SERV	8.27	910 FEDERAL GOVERNMENT	4.01
805 NURSING/PERSONAL CARE	7.65	799 MISC. AMUSEMENT/RECRE	2.86
920 STATE GOVT EX. EDUCAT	7.55	839 SOCIAL SERVICES,N.E.C	1.08

OES Code: 31321

Current Occ. Employment: 10900
 Nat. Occ. Employment: 131227
 Occ. Separation Rates: 0.0472
 Spec. Voc. Prep. Train(SVPT): 6
 Pct Req. Post High Sch. Educ.: 0.00
 Pct Females: 22.6
 Pct Minorities: 15.3
 Environ. Cond. Restricts (Y/N)? : N
 Specialization Coeff 1.064
 Primary D.O.T. Code 153.227-018

OES Title: SPORTS INSTRUCTORS
 Annual Aver. Job Openings: 959
 Total Projected Employment: 14650
 Unemployed Applicants: 0
 Growth to Replacement Ratio: 0.631
 Licensure (Y/N)? : N
 Wage Rates: 10.68
 Labor Supply: 388
 Pct Chg 1985-1995 34.40
 Absolute Chg 1985-95 3750

License/OtherMessage NO COMMENT

Desc: Instruct or coach groups or individuals in the fundamentals of sports. Demonstrate techniques and methods of participation. Observe and inform participants of corrective measures necessary to improve their skills. Include only persons not required to hold teaching degrees. Those required to hold teaching degrees should be reported in the appropriate teaching category. Excludes professional coaches who are reported with athletes and related sports workers.

Related Programs:

131307(D) 360108(D) 060702(C) 190501(C) 310101(C)

Industrial Patterns:

820 EDUCATIONAL SERVICES	35.84	793 BOWLING ALLEYS	0.63
729 MISC.PERSONAL SERVICE	26.72	701 HOTELS AND MOTELS	0.16
882 SELF-EMPLOYED	18.63	794 COMMERCIAL SPORTS	0.13
799 MISC. AMUSEMENT/RECRE	13.31	869 MEMBERSHIP ORGANIZA.	0.08
864 CIVIC/SOCIAL ORGANIZ.	4.37	791 DANCE HALLS, STUDIOS	0.08

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OES Code: 32505		OES Title: LICENSED PRACTICAL NURSES	
Current Occ. Employment:	48700	Annual Aver. Job Openings:	3894
Nat. Occ. Employment:	586060	Total Projected Employment:	63500
Occ. Separation Rates:	0.0350	Unemployed Applicants:	3119
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.614
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	97.0	Wage Rates:	7.50
Pct Minorities:	31.0	Labor Supply:	11886
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	30.39
Specialization Coeff	1.064	Absolute Chg 1985-95	14800
Primary D.O.T. Code	079.374-014		

License/OtherMessage Requires licensure exam

Desc: Care for ill, injured, convalescent, and handicapped persons in hospitals, clinics, private homes, sanitariums, and similar institutions. Dresses wounds, gives enemas, alcohol rubs and massages. Takes and records temperature, pulse, blood pressure and respiration. Assembles and uses such equipment as catheters, tracheotomy tubes, and oxygen suppliers. Sterilizes equipment and supplies using germicides, sterilizer and autoclave.

Related Programs:
 170605(D) 181101(C)

Industrial Patterns:

806 HOSPITALS	53.89	920 STATE GOVT EX. EDUCAT	2.20
805 NURSING/PERSONAL CARE	12.67	809 HEALTH/ALLIED SERVICE	1.82
801 OFFICES OF PHYSICIANS	12.01	836 RESIDENTIAL CARE	1.60
736 PERSONNEL SUPPLY SERV	6.34	820 EDUCATIONAL SERVICES	1.15
910 FEDERAL GOVERNMENT	2.92	882 SELF-EMPLOYED	1.06

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OES Code: 32916		OES Title: RADIOLOGIC TECHS/TECHNOLS	
Current Occ. Employment:	7400	Annual Aver. Job Openings:	562
Nat. Occ. Employment:	106543	Total Projected Employment:	10300
Occ. Separation Rates:	0.0113	Unemployed Applicants:	314
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	1.081
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	70.6	Wage Rates:	9.58
Pct Minorities:	11.2	Labor Supply:	1385
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	39.18
Specialization Coeff	0.890	Absolute Chg 1985-95	2900
Primary D.O.T. Code	199.361-010		

License/OtherMessage NO COMMENT

Desc: Take X-rays, catscans, or administers non-radioactive materials into patients blood stream for diagnostic and therapeutic purposes. Maintain and safely use equipment and supplies necessary to demonstrate portions of the human body on X-ray film or flourescopic screen for diagnostic purposes. Removes and develops X-ray films or plates. Verifies radiation intensities using radiation meters.

Related Programs:
 170209(D) 170310(D) 410299(D) 170103(C) 179999(C) 189999(C) 410203(C)

Industrial Patterns:

806 HOSPITALS	31.87	807 MEDICAL/DENTAL LABS	1.84
806 HOSPITALS	25.74	807 MEDICAL/DENTAL LABS	1.49
801 OFFICES OF PHYSICIANS	25.36	808 OUTPATIENT CARE	1.13
910 FEDERAL GOVERNMENT	5.58	804 OTHER HEALTH OFFICES	0.67
801 OFFICES OF PHYSICIANS	4.79	809 HEALTH/ALLIED SERVICE	0.41

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OES Code: 41002		OES Title: SALES SUPERVISORS	
Current Occ. Employment:	68850	Annual Aver. Job Openings:	5072
Nat. Occ. Employment:	771847	Total Projected Employment:	82900
Occ. Separation Rates:	0.0439	Unemployed Applicants:	12639
Spec. Voc. Prep. Train(SVPT):	5	Growth to Replacement Ratio:	0.384
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	31.8	Wage Rates:	9.80
Pct Minorities:	8.7	Labor Supply:	140219
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	20.40
Specialization Coeff	1.143	Absolute Chg 1985-95	14050
Primary D.O.T. Code	187.167-138		

License/OtherMessage NO COMMENT

Desc: Directly supervise and coordinate activities of marketing, sales, and related workers. Working proprietors, in addition to their supervisory duties, may perform management functions, such as budgeting, accounting, marketing, and personnel work.

Related Programs:

060101(D) 060401(D) 061401(D) 080102(D) 080601(D) 080803(D) 081203(D)
 010101(C) 010104(C) 010201(C) 010204(C) 010501(C) 010503(C) 040501(C)+

Industrial Patterns:

541 GROCERY STORES	20.65	653 REAL ESTATE AGENTS	3.44
594 MISC. SHOPPING GOODS	7.84	631 LIFE INSURANCE	3.40
514 GROCERIES/REL. GOODS	5.54	506 ELECTRICAL GOODS	2.88
641 INSURANCE AGENTS	4.34	701 HOTELS AND MOTELS	2.85
739 MISC. BUSINESS SERVICE	3.60	518 BEER/WINE/SPIRITS	2.53

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OES Code: 43002		OES Title: INSURANCE SALES AGENTS	
Current Occ. Employment:	34250	Annual Aver. Job Openings:	2511
Nat. Occ. Employment:	305534	Total Projected Employment:	42300
Occ. Separation Rates:	0.0426	Unemployed Applicants:	1650
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.471
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	27.4	Wage Rates:	10.45
Pct Minorities:	9.4	Labor Supply:	3472
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	23.50
Specialization Coeff	1.436	Absolute Chg 1985-95	8050
Primary D.O.T. Code	250.257-010		

License/OtherMessage Requires license exam

Desc: Sell or advise clients on life, endowments, fire, accident, and other types of insurance. May refer clients to independent brokers. May work as independent broker or be employed by an insurance company. Calculates and quotes premium rates for recommended policies using computer and rate books. Calls on policy holders to deliver and explain policy and to suggest any changes in insurance program based on changes in policy holder's lifestyle.

Related Programs:

081001(D) 060401(C) 080706(C)

Industrial Patterns:

882 SELF-EMPLOYED	36.99	636 TITLE INSURANCE	0.78
631 LIFE INSURANCE	22.11	632 MEDICAL/HEALTH INSUR.	0.53
641 INSURANCE AGENTS	19.25	661 COMB. R/E. INSURANCE	0.25
633 FIRE/MARINE INSURANCE	17.86	651 REAL ESTATE OPERATORS	0.24
621 SECURITY BROKERS	1.65	612 SAVINGS/LOAN ASSOC.	0.17

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OES Code: 43005		OES Title: REAL ESTATE BROKERS	
Current Occ. Employment:	6000	Annual Aver. Job Openings:	557
Nat. Occ. Employment:	33939	Total Projected Employment:	7600
Occ. Separation Rates:	0.0634	Unemployed Applicants:	650
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.329
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	48.2	Wage Rates:	11.43
Pct Minorities:	5.8	Labor Supply:	7882
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	22.58
Specialization Coeff	2.264	Absolute Chg 1985-95	1600
Primary D.D.T. Code	250.357-018		

License/OtherMessage Requires license exam

Desc: Sell real estate, rent and manage properties, make appraisals, and arrange for loans while managing and operating real estate office. Interviews prospective clients to solicit listings. Accompanies prospects to properties, explains features and quotes prices. Draws up real estate contracts such as deeds, leases, and mortgages and negotiates loans on property. Must hold a brokerage license issued by the State.

Related Programs:

061701(D) 061702(D) 061704(D) 061707(D) 040201(C) 060101(C) 060499(C) 061401(C)

Industrial Patterns:

882 SELF-EMPLOYED	62.67	612 SAVINGS/LOAN ASSOC.	0.14
653 REAL ESTATE AGENTS	30.28		0.00
651 REAL ESTATE OPERATORS	4.68		0.00
655 SUBDIVIDER/DEVELOPERS	1.40		0.00
661 COMB. R/E, INSURANCE	0.75		0.00

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OES Code: 43008		OES Title: REAL ESTATE AGENTS	
Current Occ. Employment:	12617	Annual Aver. Job Openings:	910
Nat. Occ. Employment:	94420	Total Projected Employment:	12494
Occ. Separation Rates:	0.0634	Unemployed Applicants:	0
Spec. Voc. Prep. Train(SVPT):	5	Growth to Replacement Ratio:	0.119
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	48.7	Wage Rates:	11.43
Pct Minorities:	5.2	Labor Supply:	6972
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	6.95
Specialization Coeff	1.712	Absolute Chg 1985-95	877
Primary D.D.T. Code	250.357-018		

License/OtherMessage Requires license exam

Desc: Rent, buy, and sell property to clients on commission basis. Perform duties such as studying property listings, interviewing prospective clients, accompanying clients to property site, discussing conditions of sale, and drawing up real estate contracts.

Related Programs:

061701(D) 061707(D) 060101(C) 060499(C) 061401(C) 061704(C)

Industrial Patterns:

882 SELF-EMPLOYED	66.40	661 COMB. R/E, INSURANCE	0.45
653 REAL ESTATE AGENTS	23.48	612 SAVINGS/LOAN ASSOC.	0.44
655 SUBDIVIDER/DEVELOPERS	4.54	175 CARPENTERING/FLOORING	0.33
651 REAL ESTATE OPERATORS	3.45	173 ELECTRICAL WORK	0.26
171 PLUMBING/HEATING/A.C.	0.52	654 TITLE ABSTRACT OFFICE	0.04

OES Code: 43014 OES Title: SECURITIES SALES AGENTS
 Current Occ. Employment: 13200 Annual Aver. Job Openings: 1505
 Nat. Occ. Employment: 134749 Total Projected Employment: 18500
 Occ. Separation Rates: 0.0485 Unemployed Applicants: 0
 Spec. Voc. Prep. Train(SVPT): 6 Growth to Replacement Ratio: 0.544
 Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : Y
 Pct Females: 24.7 Wage Rates: 15.20
 Pct Minorities: 4.2 Labor Supply: 10659
 Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 40.15
 Specialization Coeff 1.255 Absolute Chg 1985-95 5300
 Primary D.O.T. Code 251.157-010

License/OtherMessage Requires license exam
 Desc: Buy and sell securities upon customers' request, or call upon businesses and individuals to sell financial services for banks and savings and loan associations. Advise securities customers about such things as stocks, bonds, and market conditions. Provide financial services, such as loan, tax, and securities counseling. Must have brokers license issued by the state.

Related Programs:
 080402(D) 060301(C) 060401(C) 061401(C) 080403(C) 270101(C) 450601(C)

Industrial Patterns:

882 SELF-EMPLOYED	45.92	612 SAVINGS/LOAN ASSOC.	0.76
621 SECURITY BROKERS	31.10	679 MISC. INVESTING	0.69
614 PERSONAL CREDIT ASSOC	7.38	628 SECURITY/COM SERVICES	0.57
616 MORTGAGE BANKERS	6.67	615 BUSINESS CREDIT ASSOC	0.47
602 COMMERCIAL BANKS	5.62	605 BANK RELATED FUNCTION	0.31

OES Code: 43017 OES Title: BUSINESS SERVICES AGENTS
 Current Occ. Employment: 9950 Annual Aver. Job Openings: 585
 Nat. Occ. Employment: 135233 Total Projected Employment: 12800
 Occ. Separation Rates: 0.0340 Unemployed Applicants: 38
 Spec. Voc. Prep. Train(SVPT): 5 Growth to Replacement Ratio: 0.950
 Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : N
 Pct Females: 47.2 Wage Rates: 9.93
 Pct Minorities: 7.9 Labor Supply: 5809
 Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 28.64
 Specialization Coeff 0.942 Absolute Chg 1985-95 2850
 Primary D.O.T. Code 251.357-010

License/OtherMessage NO COMMENT
 Desc: Sell selected services to businesses (except advertising, insurance, financial, and real estate services). Sell such services as building maintenance, credit reporting, bookkeeping, security, printing, and storage space.

Related Programs:
 080706(D) 060101(C) 061401(C) 081101(C) 149999(C) 490101(C) 490201(C)

Industrial Patterns:

481 TELEPHONE COMMUNICATION	21.09	483 RADIO/TV BROADCASTING	5.75
739 MISC.BUSINESS SERVICE	17.33	491 ELECTRIC SERVICES CO.	5.03
701 HOTELS AND MOTELS	12.30	733 MAILING.REPRO.SERVICE	3.52
489 COMMUNICATION SERVICES	11.96	471 FREIGHT FORWARDING	3.12
472 TRANSIT ARRANGEMENT	5.80	872	2.08

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OES Code: 49014 OES Title: SALESPERSONS, PARTS
Current Occ. Employment: 24100 Annual Aver. Job Openings: 1092
Nat. Occ. Employment: 276739 Total Projected Employment: 28550
Occ. Separation Rates: 0.0254 Unemployed Applicants: 1684
Spec. Voc. Prep. Train(SVPT): 6 Growth to Replacement Ratio: 0.685
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 8.4 Wage Rates: 6.85
Pct Minorities: 11.8 Labor Supply: 0
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 18.46
Specialization Coeff 1.115 Absolute Chg 1985-95 4450
Primary D.O.T. Code 279.357-062
License/OtherMessage NO COMMENT
    
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Desc: Sell spare and replaceable parts and equipment from behind counter in agency, repair shop, or parts store. Determine make, year, and type of part needed by observing damaged part or listening to a description of malfunction. Read catalogue to find stock number, price, etc., and fill customer's order from stock. Exclude workers whose primary responsibilities are to receive, store and issue materials, equipment, and other items from the stock room.

Related Programs:

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Industrial Patterns:
553 AUTO AND HOME SUPPLY 48.81 594 MISC. SHOPPING GOODS 2.27
551 NEW/USED CAR DEALERS 26.60 511 PAPER/PAPER PRODUCTS 1.18
507 HARDWARE/PLUMB GOODS 7.76 751 AUTOMOBILE RENTALS 0.54
506 ELECTRICAL GOODS 6.20 556 TRAILER DEALERS 0.59
565 FAMILY CLOTHING STORE 4.90 552 USED CAR DEALERS 0.44
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OES Code: 49021 OES Title: STOCK CLERKS, SALES FLOOR
Current Occ. Employment: 73050 Annual Aver. Job Openings: 4736
Nat. Occ. Employment: 1016689 Total Projected Employment: 82000
Occ. Separation Rates: 0.0498 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 0.234
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 76.8 Wage Rates: 7.88
Pct Minorities: 27.7 Labor Supply: 3204
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 12.25
Specialization Coeff 0.920 Absolute Chg 1985-95 8950
Primary D.O.T. Code 299.367-014
License/OtherMessage NO COMMENT
    
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Desc: Receive, store, and issue merchandise on sales floor. Stock shelves, racks, cases, bins, and tables with merchandise and arrange display of items to attract customers. May periodically take physical count of stock or check and mark merchandise.

Related Programs:
 080705(D) 080602(C)

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Industrial Patterns:
541 GROCERY STORES 59.30 592 LIQUOR STORES 1.84
531 DEPARTMENT STORES 9.02 591 DRUG-PROPRIETARY STORE 1.67
594 MISC. SHOPPING GOODS 7.68 514 GROCERIES/REL. GOODS 1.52
565 FAMILY CLOTHING STORE 2.35 521 LUMBER/BLDG MATERIALS 1.43
511 PAPER/PAPER PRODUCTS 2.17 533 VARIETY STORES 1.36
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OES Code: 49026		OES Title: STREET VENDOR/SOLICITORS	
Current Occ. Employment:	8200	Annual Aver. Job Openings:	667
Nat. Occ. Employment:	93370	Total Projected Employment:	10600
Occ. Separation Rates:	0.0402	Unemployed Applicants:	1836
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.558
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	32.2	Wage Rates:	7.06
Pct Minorities:	19.5	Labor Supply:	82
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	29.26
Specialization Coeff	1.125	Absolute Chg 1985-95	2400
Primary D.O.T. Code	299.357-014		

License/OtherMessage NO COMMENT
 Desc: Deliver newspapers to subscribers; solicit orders for merchandise or service over telephone; or sell products, such as food and jewelry on the street, door to door, or at places of recreation and amusement.

Related Programs:
 080706(D) 480602(C)

Industrial Patterns:

271 NEWSPAPERS PRINTING	48.52	507 HARDWARE/PLUMB GOODS	1.34
739 MISC.BUSINESS SERVICE	18.93	274 MISC. PUBLISHING	0.51
511 PAPER/PAPER PRODUCTS	12.29	794 COMMERCIAL SPEERS	0.37
596 NONSTORE RETAILERS	8.96	272 PERIODICALS PRINTING	0.37
581 EATING/DRINKING PLACES	7.29	514 GROCERIES/REL. GOODS	0.33

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OES Code: 53102		OES Title: TELLERS	
Current Occ. Employment:	31300	Annual Aver. Job Openings:	781
Nat. Occ. Employment:	507175	Total Projected Employment:	34450
Occ. Separation Rates:	0.0133	Unemployed Applicants:	3358
Spec. Voc. Prep. Train(SVPT):	5	Growth to Replacement Ratio:	0.683
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	90.6	Wage Rates:	5.78
Pct Minorities:	19.0	Labor Supply:	3134
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	10.06
Specialization Coeff	0.790	Absolute Chg 1985-95	3150
Primary D.O.T. Code	211.362-018		

License/OtherMessage NO COMMENT
 Desc: Receive and pay out money, and keep records of money and negotiable instruments involved in various financial institutions' transactions. Cashes checks and pays out money upon verification of signatures and customer balances. May compute service charges file checks and accept utility bill payments. May operate various office machines. Orders supply of cash to meet daily needs, counts incoming cash and prepare cash for shipment.

Related Programs:
 070205(D) 080402(D) 060301(C) 070101(C)

Industrial Patterns:

602 COMMERCIAL BANKS	71.91	616 MORTGAGE BANKERS	0.13
612 SAVINGS/LOAN ASSOC.	19.14	615 BUSINESS CREDIT ASSOC	0.02
614 PERSONAL CREDIT ASSOC	6.89		0.00
605 BANK RELATED FUNCTION	1.30		0.00
601 FEDERAL RESERVE BANKS	0.51		0.00

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OES Code: 53121 OES Title: LOAN AND CREDIT CLERKS
 Current Occ. Employment: 12850 Annual Aver. Job Openings: 687
 Nat. Occ. Employment: 138797 Total Projected Employment: 15800
 Occ. Separation Rates: 0.0302 Unemployed Applicants: 0
 Spec. Voc. Prep. Train(SVFT): 4 Growth to Replacement Ratio: 0.757
 Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : N
 Pct Females: 65.5 Wage Rates: 7.05
 Pct Minorities: 28.4 Labor Supply: 5363
 Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 22.95
 Specialization Coeff 1.186 Absolute Chg 1985-95 2950
 Primary D.O.T. Code 205.367-022
 License/OtherMessage NO COMMENT

Desc: Assemble documents, prepare papers, process applications, and complete transactions of individuals applying for loans and credit. Loan Clerks: review loan papers to insure completeness operate typewriters to prepare correspondence, reports, and loan documents from draft; and complete transactions between loan establishment, borrowers, and sellers upon approval of loan. Credit Clerks: interview applicants to personal and financial data.
 Related Programs:
 070201(D) 070204(D) 060101(C) 060301(C)

Industrial Patterns:

602 COMMERCIAL BANKS	38.89	641 INSURANCE AGENTS	2.75
616 MORTGAGE BANKERS	17.38	654 TITLE ABSTRACT OFFICE	2.37
614 PERSONAL CREDIT ASSOC	16.44	613 AGRIC. CREDIT ASSOC.	0.52
612 SAVINGS/LOAN ASSOC.	14.00	615 BUSINESS CREDIT ASSOC	0.41
636 TITLE INSURANCE	5.60	653 REAL ESTATE AGENTS	0.29

OES Code: 53123 OES Title: ADJUSTMENT CLERKS
 Current Occ. Employment: 17100 Annual Aver. Job Openings: 912
 Nat. Occ. Employment: 131168 Total Projected Employment: 21800
 Occ. Separation Rates: 0.0240 Unemployed Applicants: 0
 Spec. Voc. Prep. Train(SVFT): 5 Growth to Replacement Ratio: 1.073
 Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : N
 Pct Females: 74.0 Wage Rates: 7.35
 Pct Minorities: 26.8 Labor Supply: 409
 Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 27.48
 Specialization Coeff 1.670 Absolute Chg 1985-95 4700
 Primary D.O.T. Code 191.167-022
 License/OtherMessage NO COMMENT

Desc: Investigate and resolve customer complaints concerning merchandise, service, billing, or credit rating. Examine pertinent information to determine accuracy of customer complaint and responsibility for errors. Notify customer and appropriate personnel of findings, adjustments, and recommendations, such as exchange of merchandise, refund of money, credit to customer's account, or adjustment of customer's bill.
 Related Programs:
 070101(D) 081203(C)

Industrial Patterns:

481 TELEPHONE COMMUNICATION	29.16	271 NEWSPAPERS PRINTING	2.32
531 DEPARTMENT STORES	12.25	806 HOSPITALS	2.22
502 COMMERCIAL BANKS	7.90	612 SAVINGS/LOAN ASSOC.	2.20
489 COMMUNICATION SERVICES	5.32	551 NEW/USED CAR DEALERS	1.81
599 RETAIL STORES, N.E.C.	3.91	421 TRUCKING, LOCAL/LONG	1.50

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OES Code: 53314 OES Title: INSURANCE PROCESSING CLERK
Current Occ. Employment: 12100 Annual Aver. Job Openings: 580
Nat. Occ. Employment: 136439 Total Projected Employment: 14250
Occ. Separation Rates: 0.0302 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVFT): 4 Growth to Replacement Ratio: 0.611
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 91.7 Wage Rates: 7.27
Pct Minorities: 27.3 Labor Supply: 3078
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 17.76
Specialization Coeff 1.136 Absolute Chg 1985-95 2150
Primary D.O.T. Code 219.362-042
License/OtherMessage NO COMMENT
    
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Desc: Process applications for, changes to, reinstatement of, and cancellation of insurance policies. Duties include reviewing insurance applications to insure that all questions have been answered, compiling data on changes of insurance policies and changing policy records to conform to insured party's specifications, compiling data on lapsed insurance policies to determine automatic reinstatement according to company policies.

Related Programs:
 070203(D) 081001(D) 060301(C) 170506(C) 430203(C)

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Industrial Patterns:
641 INSURANCE AGENTS 55.00 653 REAL ESTATE AGENTS 0.15
633 FIRE/MARINE INSURANCE 25.06 661 COMB. R/E. INSURANCE 0.10
631 LIFE INSURANCE 17.82 0.00
632 MEDICAL/HEALTH INSUR. 0.97 0.00
636 TITLE INSURANCE 0.86 0.00
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OES Code: 53508 OES Title: BILL AND ACCOUNT COLLECTOR
Current Occ. Employment: 10100 Annual Aver. Job Openings: 765
Nat. Occ. Employment: 101715 Total Projected Employment: 12500
Occ. Separation Rates: 0.0329 Unemployed Applicants: 770
Spec. Voc. Prep. Train(SVFT): 4 Growth to Replacement Ratio: 0.723
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 65.6 Wage Rates: 7.10
Pct Minorities: 18.4 Labor Supply: 521
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 31.68
Specialization Coeff 1.272 Absolute Chg 1985-95 3200
Primary D.O.T. Code 241.367-010
License/OtherMessage NO COMMENT
    
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Desc: Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings/service disconnection; keeping records of collection and status of accounts. Excludes collectors of money from coin boxes.

Related Programs:
 070202(D) 079999(D) 080403(D) 070101(C) 090402(C)

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Industrial Patterns:
732 CONSUM. CREDIT REPORTS 17.56 614 PERSONAL CREDIT ASSOC 6.73
481 TELEPHONE COMMUNICATION 11.81 616 MORTGAGE BANKERS 6.47
739 MISC. BUSINESS SERVICE 9.29 531 DEPARTMENT STORES 5.01
602 COMMERCIAL BANKS 7.30 612 SAVINGS/LOAN ASSOC. 3.28
491 ELECTRIC SERVICES CO. 6.96 594 MISC. SHOPPING GOODS 2.91
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OES Code: 53902		OES Title: LIBRARY ASSISTANTS	
Current Occ. Employment:	11210	Annual Aver. Job Openings:	564
Nat. Occ. Employment:	95051	Total Projected Employment:	12406
Occ. Separation Rates:	0.0293	Unemployed Applicants:	0
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.309
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	77.0	Wage Rates:	4.75
Pct Minorities:	20.3	Labor Supply:	6436
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	10.67
Specialization Coeff	1.511	Absolute Chg 1985-95	1196
Primary D.O.T. Code	249.367-046		

License/OtherMessage NO COMMENT

Desc: Compile records; sort and shelve books; issue and receive library materials, such as pictures, cards, slides, phonograph records, and microfilm; and handle tape decks. Locate library materials for loan and replace material in shelving area (stacks) or files according to identification number and title. Register patrons to permit them to borrow books, periodicals, and other library materials. Bookmobile Drivers operate portable library.

Related Programs:

250301(D) 250401(D) 131202(C) 131205(C) 230101(C) 450801(C)

Industrial Patterns:

820 EDUCATIONAL SERVICES	51.41	892 SELF-EMPLOYED	0.83
930 LOCAL GOVT EX. EDUCAT	40.34	737 COMPUTER/DATA PROCESS	0.71
271 NEWSPAPERS PRINTING	1.21	131 CRUDE PETROLEUM/GAS	0.64
811 LEGAL SERVICES	1.06	531 DEPARTMENT STORES	0.38
739 MISC.BUSINESS SERVICE	0.99	872	0.35

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OES Code: 53905		OES Title: TEACHER AIDES/ASSISTANTS	
Current Occ. Employment:	20550	Annual Aver. Job Openings:	1603
Nat. Occ. Employment:	289491	Total Projected Employment:	29000
Occ. Separation Rates:	0.0214	Unemployed Applicants:	2043
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	1.118
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	95.1	Wage Rates:	4.95
Pct Minorities:	30.9	Labor Supply:	156
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	41.11
Specialization Coeff	0.909	Absolute Chg 1985-95	8450
Primary D.O.T. Code	099.327-010		

License/OtherMessage NO COMMENT

Desc: Under guidance of teacher, perform such duties as arranging work materials, supervising students at play, and operating audio-visual equipment. Presents subject matter to students, utilizing a variety of methods such as role playing, lecture, and discussion. Prepares, gives, and grades examinations. Assists students, individually or in groups, with lesson assignments to present or reinforce learning concepts.

Related Programs:

070502(D) 200205(D)

Industrial Patterns:

820 EDUCATIONAL SERVICES	73.25	936 RESIDENTIAL CARE	0.99
835 CHILD CARE SERVICES	19.87	864 CIVIC/SOCIAL ORGANIZ.	0.39
839 SOCIAL SERVICES,N.E.C	1.79		0.00
832 INDIVID./FAMILY SERV	1.76		0.00
833 JOB TRAINING SERVICES	0.90		0.00

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OES Code: 55199		OES Title: ALL OTHER SECRETARIES	
Current Occ. Employment:	197300	Annual Aver. Job Openings:	8689
Nat. Occ. Employment:	2160275	Total Projected Employment:	238250
Occ. Separation Rates:	0.0268	Unemployed Applicants:	24222
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.891
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	99.1	Wage Rates:	6.48
Pct Minorities:	16.6	Labor Supply:	0
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	20.75
Specialization Coeff	1.170	Absolute Chg 1985-95	40950
Primary D.O.T. Code	201.362-030		

License/OtherMessage NO COMMENT

Desc: Include all other secretaries which do not specialize in the medical or legal fields. Secretaries generally relieve officials of clerical work and minor administrative and business details by scheduling appointments, giving information to callers, taking dictation, composing and typing routine correspondence (using typewriter or word processor), reading and routing incoming mail, filing correspondence and other record.

Related Programs:

Industrial Patterns:			
920	EDUCATIONAL SERVICES	12.26	920 STATE GOVT EX. EDUCAT 3.05
910	FEDERAL GOVERNMENT	4.58	508 MACHINRY/EQUIP/SUPPLY 3.02
930	LOCAL GOVT EX. EDUCAT	4.58	739 MISC.BUSINESS SERVICE 2.89
602	COMMERCIAL BANKS	4.18	736 PERSONNEL SUPPLY SERV 2.24
131	CRUDE PETROLEUM/GAS	3.67	871 2.21

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OES Code: 55205		OES Title: RECEPTIONIST	
Current Occ. Employment:	54050	Annual Aver. Job Openings:	2194
Nat. Occ. Employment:	582859	Total Projected Employment:	61100
Occ. Separation Rates:	0.0325	Unemployed Applicants:	14155
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.471
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	97.5	Wage Rates:	5.45
Pct Minorities:	22.7	Labor Supply:	119354
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	13.04
Specialization Coeff	1.189	Absolute Chg 1985-95	7050
Primary D.O.T. Code	227.367-038		

License/OtherMessage NO COMMENT

Desc: Answer inquiries and obtain information for general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, location of offices or persons within firm, departments within store, or services within hotel. May perform variety of other clerical duties. Exclude Receptionists who operate switchboards.

Related Programs:

070701(D) 070706(D) 070707(D) 070601(C) 070606(C) 070705(C) 080403(C) 120403(C)

Industrial Patterns:			
801	OFFICES OF PHYSICIANS	13.51	736 PERSONNEL SUPPLY SERV 2.73
882	SELF-EMPLOYED	12.50	806 HOSPITALS 2.65
802	OFFICES OF DENTISTS	4.59	920 EDUCATIONAL SERVICES 2.65
811	LEGAL SERVICES	3.18	872 2.54
010	AGRICULTURE-CROPS	3.18	701 HOTELS AND HOTELS 2.48


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OES Code: 55308 OES Title: TYPISTS
Current Occ. Employment: 34250 Annual Aver. Job Openings: 1140
Nat. Occ. Employment: 598472 Total Projected Employment: 35050
Occ. Separation Rates: 0.0251 Unemployed Applicants: 11536
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 0.078
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 94.6 Wage Rates: 5.38
Pct Minorities: 28.8 Labor Supply: 15240
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 2.33
Specialization Coeff 0.733 Absolute Chg 1985-95 800
Primary D.O.T. Code 203.582-066
    
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License/OtherMessage NO COMMENT

Desc: Type letters, reports, stencils, forms, addresses, or other straight copy material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Typists using word processing equipment should be reported as Typists, Word Processing.

Related Programs:

070608(D) 070701(D) 070702(D) 070705(D) 070710(D) 070303(C) 070601(C)
 070606(C) 079999(C)

Industrial Patterns:

910 FEDERAL GOVERNMENT	15.44	920 STATE GOVT EX. EDUCAT	4.38
736 PERSONNEL SUPPLY SERV	8.91	633 FIRE/MARINE INSURANCE	3.41
806 HOSPITALS	8.19	801 OFFICES OF PHYSICIANS	3.04
820 EDUCATIONAL SERVICES	6.78	631 LIFE INSURANCE	2.11
930 LOCAL GOVT EX. EDUCAT	6.24	508 MACHINRY/EQUIP/SUPPLY	1.95

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OES Code: 55311 OES Title: WORD PROCESSING TYPIST
Current Occ. Employment: 18850 Annual Aver. Job Openings: 976
Nat. Occ. Employment: 236148 Total Projected Employment: 23750
Occ. Separation Rates: 0.0251 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 1.246
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 94.6 Wage Rates: 6.89
Pct Minorities: 28.8 Labor Supply: 0
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 25.99
Specialization Coeff 1.022 Absolute Chg 1985-95 4900
Primary D.O.T. Code 203.362-022
    
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License/OtherMessage NO COMMENT

Desc: Use word processing equipment to type letters, forms, or other straight copy material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned. Key-punchers are classified as Data Entry Keyers. Secretaries and Stenographers may also use word processing equipment but are excluded from this category.

Related Programs:

Industrial Patterns:

811 LEGAL SERVICES	10.81	872	5.01
930 LOCAL GOVT EX. EDUCAT	6.37	641 INSURANCE AGENTS	5.00
820 EDUCATIONAL SERVICES	6.00	633 FIRE/MARINE INSURANCE	4.59
739 MISC.BUSINESS SERVICE	5.36	162 HEAVY CONSTRUCTION	4.43
871	5.09	602 COMMERCIAL BANKS	4.34

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OES Code: 55344		OES Title: a1BILLING CLERKS	
Current Occ. Employment:	17350	Annual Aver. Job Openings:	322
Nat. Occ. Employment:	291895	Total Projected Employment:	21200
Occ. Separation Rates:	0.0278	Unemployed Applicants:	355
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.281
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	89.0	Wage Rates:	3.62
Pct Minorities:	16.1	Labor Supply:	7403
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	22.19
Specialization Coeff	0.761	Absolute Chg 1985-95	3950
Primary D.O.T. Code	214.362-042		

License/OtherMessage NO COMMENT

Desc: Compile data, compute fees and charges, and prepare invoices for billing purposes. Duties also include computing costs and calculating rates for goods, services, and shipment of goods; posting data and keeping other relevant records. May involve use of typing, adding, calculating, and bookkeeping machines. Workers whose primary duty is operation of special office machines are classified as Billing, Posting, and Calculating machine operators.

Related Programs:

070104(D) 270101(D) 070102(C) 070203(C) 070399(C) 070705(C) 070709(C)

Industrial Patterns:

806 HOSPITALS	14.12	901 OFFICES OF PHYSICIANS	2.75
421 TRUCKING, LOCAL/LONG	6.86	820 EDUCATIONAL SERVICES	2.75
533 FIRE/MARINE INSURANCE	4.61	581 EATING/DRINKING PLACES	2.33
739 MISC.BUSINESS SERVICE	4.14	472 TRANSIT ARRANGEMENT	2.31
551 NEW/USED CAR DEALERS	3.93	632 MEDICAL/HEALTH INSUR.	2.31

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OES Code: 56011		OES Title: COMPUTER OPERATORS	
Current Occ. Employment:	19600	Annual Aver. Job Openings:	742
Nat. Occ. Employment:	230824	Total Projected Employment:	25400
Occ. Separation Rates:	0.0101	Unemployed Applicants:	209
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	3.534
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	66.0	Wage Rates:	7.95
Pct Minorities:	20.2	Labor Supply:	2375
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	29.59
Specialization Coeff	1.088	Absolute Chg 1985-95	5300
Primary D.O.T. Code	213.362-010		

License/OtherMessage NO COMMENT

Desc: Monitor and control electronic computer to process business, scientific, engineering, and other data according to operating instructions. Sets control switches on computer and peripheral equipment, such as external memory, data communicating, input, synchronizing, and output/printing devices to integrate and operate equipment according to program, routines and subroutines, and data requirements specified in operating instructions.

Related Programs:

070302(D) 070608(D) 110101(D) 110301(D) 061201(C) 070305(C) 070399(C)
 140901(C) 150303(C) 150399(C)

Industrial Patterns:

737 COMPUTER/DATA PROCESS	14.73	138 OIL/GAS FIELD SERVICE	3.27
131 CRUDE PETROLEUM/GAS	6.08	820 EDUCATIONAL SERVICES	3.25
872	5.58	930 LOCAL GOVT EX. EDUCAT	2.93
910 FEDERAL GOVERNMENT	4.46	806 HOSPITALS	2.93
602 COMMERCIAL BANKS	3.95	739 MISC.BUSINESS SERVICE	2.73

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OES Code: 57308		OES Title: POSTAL SERVICE CLERKS	
Current Occ. Employment:	21755	Annual Aver. Job Openings:	706
Nat. Occ. Employment:	370300	Total Projected Employment:	22738
Occ. Separation Rates:	0.0373	Unemployed Applicants:	275
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.123
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	44.0	Wage Rates:	11.93
Pct Minorities:	33.9	Labor Supply:	56
Environ. Cond. Restricts (Y/N)?:	N	Fct Chg 1985-1995	4.52
Specialization Coeff	0.753	Absolute Chg 1985-95	933
Primary D.O.T. Code	243.367-014		

License/OtherMessage NO COMMENT

Desc: Perform any combination of tasks in a post office, such as receive letters and parcels; sell postage and revenue stamps, postal cards, and stamped envelopes; fill out and sell money orders; place mail in pigeon holes of mail rack or in bags according to State, address, or other scheme; examine mail for correct postage.

Related Programs:
070706(D)

Industrial Patterns:			
430 POSTAL SERVICE	100.00		0.00
	0.00		0.00
	0.00		0.00
	0.00		0.00
	0.00		0.00

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OES Code: 58005		OES Title: DISPATCHERS, ALL OTHER	
Current Occ. Employment:	10600	Annual Aver. Job Openings:	559
Nat. Occ. Employment:	117581	Total Projected Employment:	13000
Occ. Separation Rates:	0.0290	Unemployed Applicants:	539
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.738
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	45.7	Wage Rates:	9.33
Pct Minorities:	12.5	Labor Supply:	230
Environ. Cond. Restricts (Y/N)?:	N	Fct Chg 1985-1995	22.64
Specialization Coeff	1.155	Absolute Chg 1985-95	2400
Primary D.O.T. Code	249.167-014		

License/OtherMessage NO COMMENT

Desc: Schedule and dispatch workers, work crews, equipment, or service vehicles for conveyance of materials, freight, or passengers or for normal installation, service, or emergency repairs rendered outside the place of business. Duties may include use of radio/telephone to transmit assignments and compiling statistics and reports on the progress of work. Exclude Dispatchers, Police, Fire, and Ambulance.

Related Programs:
070707(D)

Industrial Patterns:			
421 TRUCKING, LOCAL/LONG	17.77	133 OIL/GAS FIELD SERVICE	4.53
531 DEPARTMENT STORES	11.66	930 LOCAL GOVT EX. EDUCAT	3.90
327 CONCRET/GYPSUM/PLASTR	9.08	491 ELECTRIC SERVICES CO.	3.52
739 MISC.BUSINESS SERVICE	6.37	508 MACHINRY/EQUIP/SUPPLY	3.06
551 NEW/USED CAR DEALERS	6.23	372 AIRCRAFT AND PARTS	2.67

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OES Code: 58008 OES Title: PRODUCTION CLERKS
Current Occ. Employment: 18050 Annual Aver. Job Openings: 634
Nat. Occ. Employment: 201891 Total Projected Employment: 19750
Occ. Separation Rates: 0.0285 Unemployed Applicants: 141
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 0.369
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : N
Pct Females: 46.8 Wage Rates: 7.55
Pct Minorities: 12.3 Labor Supply: 1256
Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 9.41
Specialization Coeff 1.145 Absolute Chg 1985-95 1700
Primary D.D.T. Code 221.167-018
License/OtherMessage NO COMMENT
    
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Desc: Duties are primarily clerical in nature and involve coordinating and expediting the flow of work and materials within or between departments of an establishment according to production schedule. This includes reviewing and distributing production schedules and work orders, conferring with department supervisors to determine progress of work and completion dates, and compiling reports on progress of work and production problems.

Related Programs:

060403(D) 070708(D) 131320(D) 150603(D) 150699(D) 150702(D)

Industrial Patterns:

367 ELECTRONIC COMPONENTS	12.65	366 COMMUNICATION EQUIP.	4.46
910 FEDERAL GOVERNMENT	9.51	357 OFFICE MACHINERY	3.29
430 POSTAL SERVICE	8.45	353 CONSTRUCTION MACHINERY	2.96
481 TELEPHONE COMMUNICATION	6.84	737 COMPUTER/DATA PROCESS	2.79
372 AIRCRAFT AND PARTS	6.81	162 HEAVY CONSTRUCTION	2.69

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OES Code: 58023 OES Title: STOCK CLERKS, STOCKROOM
Current Occ. Employment: 52900 Annual Aver. Job Openings: 1530
Nat. Occ. Employment: 654556 Total Projected Employment: 53900
Occ. Separation Rates: 0.0286 Unemployed Applicants: 8062
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 0.069
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)? : N
Pct Females: 39.0 Wage Rates: 5.35
Pct Minorities: 25.5 Labor Supply: 733
Environ. Cond. Restricts (Y/N)? : N Pct Chg 1985-1995 1.89
Specialization Coeff 1.035 Absolute Chg 1985-95 1000
Primary D.D.T. Code 222.387-058
License/OtherMessage NO COMMENT
    
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Desc: Receive, store, and issue materials, equipment, and other items from stockroom, warehouse, or storage yard. Keep records and compile stock reports. Exclude Stockroom Laborers and workers whose primary duties involve shipping, weighing, and checking.

Related Programs:

070708(D) 081103(D)

Industrial Patterns:

910 FEDERAL GOVERNMENT	8.16	521 LUMBER/BLDG MATERIALS	2.94
508 MACHINRY/EQUIP/SUPPLY	7.74	501 MOTOR VEHICLES/EQUIP.	2.72
541 GROCERY STORES	5.77	506 ELECTRICAL GOODS	2.38
531 DEPARTMENT STORES	5.44	519 MISC NONDURABLE GOODS	2.35
806 HOSPITALS	3.37	507 HARDWARE/PLUMB GOODS	2.26

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OES Code: 61099		OES Title: OTHER SERVICE SUPERVISORS	
Current Occ. Employment:	31700	Annual Aver. Job Openings:	2461
Nat. Occ. Employment:	165000	Total Projected Employment:	40400
Occ. Separation Rates:	0.0403	Unemployed Applicants:	1159
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.549
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	44.9	Wage Rates:	8.18
Pct Minorities:	21.3	Labor Supply:	0
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	27.44
Specialization Coeff	2.461	Absolute Chg 1985-95	8700
Primary D.O.T. Code	319.137-010		

License/OtherMessage NO COMMENT

Desc: Include all other workers who directly supervise service workers and are not included in a separate category. These occupations are first line supervisory positions. Persons who spend more than 20 percent of their time performing the same work as those they supervise are included under the occupational specialty.

Related Programs:

Industrial Patterns:

581 EATING/DRINKING PLACES	46.96	930 LOCAL GOVT EX. EDUCAT	3.14
820 EDUCATIONAL SERVICES	13.24	701 HOTELS AND MOTELS	3.07
906 HOSPITALS	4.42	721 LAUNDRY/CLEANING SERV	2.85
920 STATE GOVT EX. EDUCAT	4.29	910 FEDERAL GOVERNMENT	2.35
541 GROCERY STORES	3.76	653 REAL ESTATE AGENTS	1.56

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OES Code: 63017		OES Title: CORRECTION OFFICERS	
Current Occ. Employment:	12350	Annual Aver. Job Openings:	786
Nat. Occ. Employment:	163001	Total Projected Employment:	17200
Occ. Separation Rates:	0.0217	Unemployed Applicants:	4862
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	1.594
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	15.5	Wage Rates:	9.05
Pct Minorities:	25.0	Labor Supply:	2585
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	39.27
Specialization Coeff	0.970	Absolute Chg 1985-95	4950
Primary D.O.T. Code	372.667-018		

License/OtherMessage NO COMMENT

Desc: Guard inmates in penal or rehabilitative institution in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point, traveling by automobile or public transportation, and may be designated deputy guard. Include Deputy Sheriffs who spend the majority of their time guarding prisoners in county correctional institutions.

Related Programs:

430104(D) 430105(D) 439999(D) 430107(C) 430109(C)

Industrial Patterns:

920 STATE GOVT EX. EDUCAT	61.30		0.00
930 LOCAL GOVT EX. EDUCAT	33.52		0.00
910 FEDERAL GOVERNMENT	5.17		0.00
	0.00		0.00
	0.00		0.00

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OES Code: 65026		OES Title: COOKS, RESTAURANT	
Current Occ. Employment:	31000	Annual Aver. Job Openings:	2440
Nat. Occ. Employment:	434568	Total Projected Employment:	41800
Occ. Separation Rates:	0.0394	Unemployed Applicants:	10594
Spec. Voc. Prep. Train(SVFT):	6	Growth to Replacement Ratio:	0.794
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	50.1	Wage Rates:	5.18
Pct Minorities:	25.0	Labor Supply:	4177
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	34.84
Specialization Coeff	0.914	Absolute Chg 1985-95	10800
Primary D.O.T. Code	313.361-014		
License/OtherMessage	NO COMMENT		
Desc:	Prepare, season, and cook soups, meats, vegetables, desserts, and other foodstuffs in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu.		

Related Programs:
 200401(D) 200403(D)

Industrial Patterns:

591 EATING/DRINKING PLACES	75.29	531 DEPARTMENT STORES	0.58
701 HOTELS AND MOTELS	10.00	554 GASOLINE SERV STATION	0.22
892 SELF-EMPLOYED	9.54	571 FURNITURE/FURNISHINGS	0.20
799 MISC. AMUSEMENT/RECRE	2.63	793 BOWLING ALLEYS	0.15
864 CIVIC/SOCIAL ORGANIZ.	1.05	517 PETROLEUM PRODUCTS	0.08

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OES Code: 65028		OES Title: COOKS, INSTITUTION	
Current Occ. Employment:	34050	Annual Aver. Job Openings:	2491
Nat. Occ. Employment:	356632	Total Projected Employment:	45900
Occ. Separation Rates:	0.0384	Unemployed Applicants:	4695
Spec. Voc. Prep. Train(SVFT):	5	Growth to Replacement Ratio:	0.790
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	50.1	Wage Rates:	5.34
Pct Minorities:	25.0	Labor Supply:	4187
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	34.80
Specialization Coeff	1.223	Absolute Chg 1985-95	11850
Primary D.O.T. Code	313.381-030		
License/OtherMessage	NO COMMENT		
Desc:	Prepare and cook family-style meals for institutions, such as schools, hospitals, or cafeterias. Usually prepare meals in large quantities rather than to individual order. May cook for employees in office building or other large facility.		

Related Programs:
 200401(D) 200402(D) 200403(D) 200408(S)

Industrial Patterns:

820 EDUCATIONAL SERVICES	59.15	836 RESIDENTIAL CARE	3.42
805 NURSING/PERSONAL CARE	7.73	910 FEDERAL GOVERNMENT	1.99
906 HOSPITALS	7.00	930 LOCAL GOVT EX. EDUCAT	1.89
581 EATING/DRINKING PLACES	6.82	701 HOTELS AND MOTELS	1.54
935 CHILD CARE SERVICES	3.51	832 INDIVID./FAMILY SERV	1.25

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DES Code: 66005		DES Title: MEDICAL ASSISTANTS	
Current Occ. Employment:	7183	Annual Aver. Job Openings:	759
Nat. Occ. Employment:	103805	Total Projected Employment:	11090
Occ. Separation Rates:	0.0255	Unemployed Applicants:	1654
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	1.335
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	90.4	Wage Rates:	4.05
Pct Minorities:	37.4	Labor Supply:	7123
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	54.39
Specialization Coeff	0.886	Absolute Chg 1985-95	3907
Primary D.O.T. Code	079.367-010		

License/OtherMessage NO COMMENT

Desc: Perform various duties under the direction of physician in examination and treatment of patients. Prepare treatment room, inventory supplies and instruments, and set up patient for attention of physician. Hand instruments and materials to physician as directed. May schedule appointments, keep medical records, or perform secretarial duties.

Related Programs:
 170503(D) 189999(D) 181101(C)

Industrial Patterns:

801 OFFICES OF PHYSICIANS	48.09	808 OUTPATIENT CARE	2.35
806 HOSPITALS	19.47	809 HEALTH/ALLIED SERVICE	1.83
920 STATE GOVT EX. EDUCAT	11.46	010 AGRICULTURE-CROPS	1.31
804 OTHER HEALTH OFFICES	5.98	882 SELF-EMPLOYED	0.76
803 OSTEOPATHIC PHYSICIAN	4.10	930 LOCAL GOVT EX. EDUCAT	0.70

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DES Code: 66008		DES Title: NURSING AIDES/ORDERLIES	
Current Occ. Employment:	61050	Annual Aver. Job Openings:	5530
Nat. Occ. Employment:	1076625	Total Projected Employment:	82700
Occ. Separation Rates:	0.0377	Unemployed Applicants:	19005
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.634
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	90.4	Wage Rates:	5.15
Pct Minorities:	37.4	Labor Supply:	7333
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	25.46
Specialization Coeff	0.726	Absolute Chg 1985-95	21650
Primary D.O.T. Code	355.674-014		

License/OtherMessage NO COMMENT

Desc: Work under the direction of nursing or medical staff to provide auxiliary services in care of patients. Perform duties such as answering patient's call bell, serving and collecting food trays, and feeding patients. Orderlies are primarily concerned with the care of male patients, setting up equipment, and relieving nurses of heavier work. Exclude Psychiatric Aides and Home Health Aides.

Related Programs:
 170404(D) 170602(D) 181101(C)

Industrial Patterns:

805 NURSING/PERSONAL CARE	44.54	932 INDIVID./FAMILY SERV	2.53
806 HOSPITALS	18.83	910 FEDERAL GOVERNMENT	2.34
920 STATE GOVT EX. EDUCAT	10.96	881 PRIVATE HOUSEHOLDS	1.31
809 HEALTH/ALLIED SERVICE	9.53	882 SELF-EMPLOYED	1.06
826 RESIDENTIAL CARE	5.81	820 EDUCATIONAL SERVICES	0.84

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OES Code: 66011 OES Title: HOME HEALTH AIDES
Current Occ. Employment: 13450 Annual Aver. Job Openings: 1799
Nat. Occ. Employment: 109793 Total Projected Employment: 20700
Occ. Separation Rates: 0.0616 Unemployed Applicants: 2314
Spec. Voc. Prep. Train(SVPT): 6 Growth to Replacement Ratio: 0.673
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 84.0 Wage Rates: 5.15
Pct Minorities: 29.7 Labor Supply: 0
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 53.90
Specialization Coeff 1.569 Absolute Chg 1985-95 7250
Primary D.O.T. Code 079.224-010
License/OtherMessage NO COMMENT
    
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Desc: Care for elderly, convalescent, or handicapped person in home of patient. Perform duties for patient such as changing bed linen; preparing meals; assisting in and out of bed; bathing, dressing, and grooming; and administering oral medications under doctors' orders or direction of nurse. Exclude Nurses' Aides and Homemakers.

Related Programs:

Industrial Patterns:

806 HOSPITALS	61.10	0.00
930 LOCAL GOVT EX. EDUCAT	37.78	0.00
864 CIVIC/SOCIAL ORGANIZ.	1.12	0.00
	0.00	0.00
	0.00	0.00

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OES Code: 66099 OES Title: OTH HEALTH SERVICE WORKERS
Current Occ. Employment: 5250 Annual Aver. Job Openings: 600
Nat. Occ. Employment: 84818 Total Projected Employment: 7400
Occ. Separation Rates: 0.0656 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVPT): 5 Growth to Replacement Ratio: 0.547
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 84.0 Wage Rates: 6.05
Pct Minorities: 22.7 Labor Supply: 0
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 40.95
Specialization Coeff 0.793 Absolute Chg 1985-95 2150
Primary D.O.T. Code 079.364-022
License/OtherMessage NO COMMENT
    
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Desc: Include all other health service workers not classified in a separate category. These occupations are persons who assist or work under the direction of physicians, dentists, nurses, therapists, pharmacists and other health related professionals. These workers provide auxiliary services such as assisting in the care of patients, relieving nurses of heavier work, preparing treatment rooms etc. Includes jobs arising through new technology.

Related Programs:

Industrial Patterns:

806 HOSPITALS	57.60	804 OTHER HEALTH OFFICES	1.73
910 FEDERAL GOVERNMENT	17.56	930 LOCAL GOVT EX. EDUCAT	1.73
920 STATE GOVT EX. EDUCAT	10.99		0.00
901 OFFICES OF PHYSICIANS	6.23		0.00
807 MEDICAL/DENTAL LABS	4.05		0.00


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OES Code: 68005 OES Title: HAIRSTYLIST/COSMETOLOGIST
Current Occ. Employment: 36650 Annual Aver. Job Openings: 2942
Nat. Occ. Employment: 287097 Total Projected Employment: 46300
Occ. Separation Rates: 0.0354 Unemployed Applicants: 1761
Spec. Voc. Prep. Train(SVPT): 6 Growth to Replacement Ratio: 0.657
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: Y
Pct Females: 89.3 Wage Rates: 5.20
Pct Minorities: 13.9 Labor Supply: 107295
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 31.78
Specialization Coeff 1.635 Absolute Chg 1985-95 11650
Primary D.O.T. Code 332.271-010
    
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License/OtherMessage Requires license exams
 Desc: Provide beauty services for customers, such as suggesting hair styles, cutting and treating hair and scalp, applying make-up, dressing wigs, and electrolysis. Exclude Shampooers, Manicurists, and Beauty School Instructors. A cosmetologist should be able to advise patrons on the best hair style and treatment for them. They are familiar with chemical preparations used in hair coloring, waving, and straightening.

Related Programs:
 120402(D) 120403(D)

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Industrial Patterns:
882 SELF-EMPLOYED 54.24 729 MISC.PERSONAL SERVICE 0.32
723 BEAUTY SHOPS 40.22 726 FUNERAL HOME/SERVICES 0.28
531 DEPARTMENT STORES 3.03 565 FAMILY CLOTHING STORE 0.26
724 BARBER SHOPS 0.67 569 MISCELLANEOUS APPAREL 0.12
541 GROCERY STORES 0.47 591 DRUG/PROPRIETARY STORE 0.10
    
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OES Code: 74002 OES Title: FARM WORKERS
Current Occ. Employment: 108900 Annual Aver. Job Openings: 3175
Nat. Occ. Employment: 864006 Total Projected Employment: 107600
Occ. Separation Rates: 0.0455 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVPT): 5 Growth to Replacement Ratio: -0.040
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 21.7 Wage Rates: 4.80
Pct Minorities: 33.0 Labor Supply: 6896
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 -1.19
Specialization Coeff 1.614 Absolute Chg 1985-95 -1300
Primary D.O.T. Code 421.683-010
License/OtherMessage NO COMMENT
    
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Desc:

Related Programs:
 010201(C) 010301(C) 010304(C) 030401(C)

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Industrial Patterns:
010 AGRICULTURE-CROPS 85.90 0.00
882 SELF-EMPLOYED 13.10 0.00
0.00 0.00
0.00 0.00
0.00 0.00
    
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DES Code: 79014		DES Title: GARDENERS/GROUNDSKEEPERS	
Current Occ. Employment:	49200	Annual Aver. Job Openings:	5157
Nat. Occ. Employment:	564250	Total Projected Employment:	56400
Occ. Separation Rates:	0.0570	Unemployed Applicants:	1382
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.163
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	5.5	Wage Rates:	5.55
Pct Minorities:	46.7	Labor Supply:	104
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	14.63
Specialization Coeff	1.117	Absolute Chg 1985-95	7200
Primary D.O.T. Code	406.624-014		

License/OtherMessage NO COMMENT

Desc: Maintain grounds of public or private property using hand/power tools or equipment. May perform any combination of tasks, such as mowing, trimming, planting, watering, fertilizing, digging, raking, and sweeping. Additional duties may include minimal care and upkeep of buildings and equipment. May plan and execute small-scale landscaping operations. May dig and prepare graves. Exclude Groundskeepers who disseminate information to the public.

Related Programs:
 010605(D) 010607(D)

Industrial Patterns:

010 AGRICULTURE-CFOFS	39.84	930 LOCAL GOVT EX. EDUCAT	5.21
862 SELF-EMPLOYED	14.93	651 REAL ESTATE OPERATORS	4.69
655 SUBDIVIDER/DEVELOPERS	6.42	653 REAL ESTATE AGENTS	2.58
820 EDUCATIONAL SERVICES	5.12	881 PRIVATE HOUSEHOLDS	2.41
799 MISC. AMUSEMENT/RECRE	5.49	526 RETAIL NURSERIES	1.64

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DES Code: 83002		DES Title: PRECISION INSPECTER/TESTER	
Current Occ. Employment:	12250	Annual Aver. Job Openings:	600
Nat. Occ. Employment:	219567	Total Projected Employment:	14650
Occ. Separation Rates:	0.0331	Unemployed Applicants:	924
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.630
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	23.0	Wage Rates:	11.57
Pct Minorities:	19.5	Labor Supply:	2467
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	18.62
Specialization Coeff	0.720	Absolute Chg 1985-95	2300
Primary D.O.T. Code	559.381-010		

License/OtherMessage NO COMMENT

Desc: Include workers who perform precision inspecting, testing, and grading of parts, products, and equipment for defects, wear, and deviations from specifications. Most of these workers use precision measuring instruments and complex test equipment and hand tools. May make minor repairs. Workers who combine inspection and testing with major repair work are reported in the Mechanics, Installers, and Repairers category.

Related Programs:
 460303(D) 470103(D) 150202(C) 150903(C) 460301(C) 460302(C) 470105(C)
 480601(C)

Industrial Patterns:

367 ELECTRONIC COMPONENTS	13.42	376 GUIDED MISSILES,SPACE	4.99
739 MISC.BUSINESS SERVICE	9.89	492 GAS DISTRIBUTING CO.	4.69
366 COMMUNICATION EQUIP.	7.58	357 OFFICE MACHINERY	3.79
372 AIRCRAFT AND PARTS	6.35	910 FEDERAL GOVERNMENT	3.44
138 OIL/GAS FIELD SERVICE	5.19	353 CONSTRUCTION MACHINERY	3.01

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OES Code: 85119		DES Title: OTHER MACH MAIN MECHANIC	
Current Occ. Employment:	21300	Annual Aver. Job Openings:	927
Nat. Occ. Employment:	239489	Total Projected Employment:	24650
Occ. Separation Rates:	0.0283	Unemployed Applicants:	4515
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.571
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	0.8	Wage Rates:	10.07
Pct Minorities:	11.0	Labor Supply:	0
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	15.72
Specialization Coeff	1.139	Absolute Chg 1985-95	3350
Primary D.O.T. Code	629.391-014		

License/OtherMessage NO COMMENT

Desc: Include all other Machinery Maintenance Mechanics not classified in a separate category. Machinery Maintenance Mechanics repair and maintain the operating condition of industrial production and processing machinery. Duties include repairing in accordance with diagrams, operating manuals, or manufacturer's specifications, machinery and mechanical equipment, such as pumps, conveyor systems, and motors. Exclude Millwrights and Mobile Heavy equipment operators.

Related Programs:

Industrial Patterns:

367 ELECTRONIC COMPONENTS	5.21	139 OIL/GAS FIELD SERVICE	3.17
131 CRUDE PETROLEUM/GAS	4.59	353 CONSTRUCTION MACHINERY	2.86
307 MISC. PLASTIC/FUSEER	4.30	910 FEDERAL GOVERNMENT	2.77
291 PETROLEUM REFINING	4.19	531 DEPARTMENT STORES	2.69
341 METAL CAMS MANUF.	4.02	201 MEAT PRODUCTS MANUF.	2.62

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OES Code: 85302		DES Title: AUTO MECHANICS	
Current Occ. Employment:	39150	Annual Aver. Job Openings:	1942
Nat. Occ. Employment:	534925	Total Projected Employment:	46300
Occ. Separation Rates:	0.0237	Unemployed Applicants:	10855
Spec. Voc. Prep. Train(SVPT):	6	Growth to Replacement Ratio:	0.720
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	0.6	Wage Rates:	8.10
Pct Minorities:	16.7	Labor Supply:	3145
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	21.36
Specialization Coeff	0.914	Absolute Chg 1985-95	8150
Primary D.O.T. Code	620.261-010		

License/OtherMessage NO COMMENT

Desc: Adjust, repair, and overhaul automotive vehicles. May be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Exclude Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists. May estimate damage for customer and negotiate repair cost. May use computerized diagnostic equipment to identify engine malfunctions.

Related Programs:

470604(D) 470699(D) 010204(C) 470302(C) 470603(C) 470605(C) 470606(C)

Industrial Patterns:

551 NEW/USED CAR DEALERS	50.23	552 USED CAR DEALERS	2.52
553 AUTO AND HOME SUPPLY	15.79	010 AGRICULTURE-CROPS	1.79
930 LOCAL GOVT EX. EDUCAT	5.97	920 EDUCATIONAL SERVICES	1.67
910 FEDERAL GOVERNMENT	3.24	142 HEAVY CONSTRUCTION	1.64
491 ELECTRIC SERVICES CO.	2.36	751 AUTOMOBILE RENTALS	1.51

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OES Code: 85305		OES Title: AUTO BODY REPAIRERS	
Current Occ. Employment:	14650	Annual Aver. Job Openings:	713
Nat. Occ. Employment:	147534	Total Projected Employment:	18050
Occ. Separation Rates:	0.0193	Unemployed Applicants:	2167
Spec. Voc. Prep. Train(SVFT):	5	Growth to Replacement Ratio:	0.917
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	1.5	Wage Rates:	6.65
Pct Minorities:	15.0	Labor Supply:	7698
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	23.20
Specialization Coeff	1.272	Absolute Chg 1985-95	3400
Primary D.O.T. Code	807.381-010		

License/OtherMessage NO COMMENT

Desc: Repair, repaint, and refinish automotive vehicle bodies, straighten vehicle frames, and replace damaged vehicle glass. May examine damaged vehicles and estimate the cost of repair. Removes damaged fenders, panels and grills using wrenches and cutting torch and bolts or welds replacement parts into position. May remove dents using hammer and fill depressions with solder or plastic adhesive. Files, grinds and sands repaired surfaces.

Related Programs:

470603(D) 470604(D) 470699(D) 010204(C) 081004(C) 470605(C)

Industrial Patterns:

753 AUTO REPAIR SHOPS	34.66	552 USED CAR DEALERS	0.75
992 SELF-EMPLOYED	31.53	421 TRUCKING, LOCAL/LONG	0.59
551 NEW/USED CAR DEALERS	23.59	501 MOTOR VEHICLES/EQUIP	0.52
506 ELECTRICAL GOODS	4.63	556 TRAILER DEALERS	0.33
371 MOTOR VEHICLES/EQUIP.	0.89	751 AUTOMOBILE RENTALS	0.33

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OES Code: 85999

Current Occ. Employment:	14750	OES Title: OTHER MECHANIC/INSTALLER	
Nat. Occ. Employment:	231667	Annual Aver. Job Openings:	765
Occ. Separation Rates:	0.0301	Total Projected Employment:	17700
Spec. Voc. Prep. Train(SVFT):	4	Unemployed Applicants:	45
Pct Req. Post High Sch. Educ.:	0.00	Growth to Replacement Ratio:	0.642
Pct Females:	5.7	Licensure (Y/N)?:	N
Pct Minorities:	32.2	Wage Rates:	9.10
Environ. Cond. Restricts (Y/N)?:	N	Labor Supply:	0
Specialization Coeff	0.816	Pct Chg 1985-1995	20.00
Primary D.O.T. Code	807.361-014	Absolute Chg 1985-95	2950

License/OtherMessage NO COMMENT

Desc: Include all other mechanics, installers and repairers which are not classified in a separate category. Includes workers who repair and install a wide variety of vehicles, machinery and other equipment. Includes those occupations which may be new or emerging due to technological changes of equipment or processes in a given industry.

Related Programs:

Industrial Patterns:

599 RETAIL STORES, N.E.C.	12.94	820 EDUCATIONAL SERVICES	4.33
910 FEDERAL GOVERNMENT	8.98	930 LOCAL GOVT EX. EDUCAT	3.37
729 MISC.BUSINESS SERVICE	7.22	531 DEPARTMENT STORES	2.77
506 ELECTRICAL GOODS	7.13	179 MISC. TRADE CONSTR.	2.74
508 MACHINRY/EQUIP/SUPPLY	6.74	010 AGRICULTURE-CROPS	2.37

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OES Code: 87311		OES Title: CONCRETE/TERRAZO FINISHER	
Current Occ. Employment:	13650	Annual Aver. Job Openings:	566
Nat. Occ. Employment:	90856	Total Projected Employment:	15850
Occ. Separation Rates:	0.0238	Unemployed Applicants:	4509
Spec. Voc. Prep. Train(SVFT):	5	Growth to Replacement Ratio:	0.636
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	0.2	Wage Rates:	13.00
Pct Minorities:	49.1	Labor Supply:	1091
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	16.11
Specialization Coeff	1.924	Absolute Chg 1985-95	2200
Primary D.O.T. Code	844.461-010		

License/OtherMessage NO COMMENT

Desc: Apply cement, sand, pigment, and marble chips to floors, stairways, and cabinet fixtures to finish and attain durable and decorative surfaces according to specifications and drawings. Finish surfaces of freshly poured concrete walls, roads, walkways, and ornamental stone facings of concrete structural products to remove imperfections. Include Concrete Rubbers.

Related Programs:

460102(D) 460402(D) 460411(D) 460499(C) 469999(C)

Industrial Patterns:

177 CONCRETE WORK	35.61	174 MASONRY AND STONEMWORK	2.17
154 NONRESIDENT BUILDING	22.39	327 CONCRET/GYPSUM/PLASTR	1.11
179 MISC. TRADE CONSTR.	15.79	171 PLUMBING/HEATING/A.C.	0.31
162 HEAVY CONSTRUCTION	15.64	153 OPERATIVE BUILDING	0.29
832 SELF-EMPLOYED	5.39	910 FEDERAL GOVERNMENT	0.29

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OES Code: 87502		OES Title: PLUMBERS/PIPEFITTERS	
Current Occ. Employment:	27450	Annual Aver. Job Openings:	1154
Nat. Occ. Employment:	309141	Total Projected Employment:	31800
Occ. Separation Rates:	0.0291	Unemployed Applicants:	9985
Spec. Voc. Prep. Train(SVFT):	5	Growth to Replacement Ratio:	0.603
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	Y
Pct Females:	1.2	Wage Rates:	13.65
Pct Minorities:	27.3	Labor Supply:	3373
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	15.84
Specialization Coeff	1.137	Absolute Chg 1985-95	4350
Primary D.O.T. Code	862.381-030		

License/OtherMessage NO COMMENT

Desc: Assemble, install, alter and repair pipe systems (metal, plastic, ceramic, composition, etc.) that carry water, steam, air, or other liquids or gases. Cuts and threads pipe, using pipe cutters, cutting torch, and pipe threading machine. Assembles and installs valves, pipe fittings, and pipes through openings in walls and floors.

Related Programs:

460502(D) 010204(C) 460401(C) 460502(C) 469999(C) 470201(C) 470202(C) 490306(C)

Industrial Patterns:

171 PLUMBING/HEATING/A.C.	47.62	154 NONRESIDENT BUILDING	2.48
382 SELF-EMPLOYED	13.71	820 EDUCATIONAL SERVICES	2.04
162 HEAVY CONSTRUCTION	11.16	910 FEDERAL GOVERNMENT	1.91
291 PETROLEUM REFINING	3.11	930 LOCAL GOVT EX. EDUCAT	1.73
286 IND. ORGANIC CHEMICAL	2.73	507 HARDWARE/PLUMB GOODS	1.33

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OES Code: 93914		OES Title: WELDERS AND CUTTERS	
Current Occ. Employment:	29350	Annual Aver. Job Openings:	755
Nat. Occ. Employment:	257363	Total Projected Employment:	31600
Occ. Separation Rates:	0.0198	Unemployed Applicants:	6218
Spec. Voc. Prep. Train(SVPT):	5	Growth to Replacement Ratio:	0.425
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	4.8	Wage Rates:	7.51
Pct Minorities:	21.4	Labor Supply:	2152
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	7.66
Specialization Coeff	1.461	Absolute Chg 1985-95	2250
Primary D.O.T. Code	819.384-010		

License/OtherMessage NO COMMENT

Desc: Use hand welding and flamecutting equipment, such as arc welders, gas welders, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work orders, or blueprints.

Related Programs:
 150610(D) 480508(D) 010204(C) 490306(C)

Industrial Patterns:

139 OIL/GAS FIELD SERVICE	11.43	353 CONSTRUCTION MACHINERY	5.18
344 FABRICTD STRUCT.METAL	10.74	371 MOTOR VEHICLES/EQUIP.	5.05
832 SELF-EMPLOYED	9.32	179 MISC. TRADE CONSTR.	3.70
162 HEAVY CONSTRUCTION	7.51	359 MISC.MACHINERY EX.ELE	3.27
769 MISC. REPAIR SHOPS	6.42	910 FEDERAL GOVERNMENT	2.07

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OES Code: 97101		OES Title: TRUCK DRIVER, ALL	
Current Occ. Employment:	175850	Annual Aver. Job Openings:	9743
Nat. Occ. Employment:	1915265	Total Projected Employment:	213200
Occ. Separation Rates:	0.0265	Unemployed Applicants:	42145
Spec. Voc. Prep. Train(SVPT):	4	Growth to Replacement Ratio:	0.638
Pct Req. Post High Sch. Educ.:	0.00	Licensure (Y/N)?:	N
Pct Females:	2.2	Wage Rates:	9.27
Pct Minorities:	21.5	Labor Supply:	259
Environ. Cond. Restricts (Y/N)?:	N	Pct Chg 1985-1995	21.53
Specialization Coeff	1.176	Absolute Chg 1985-95	37950
Primary D.O.T. Code	905.663-014		

License/OtherMessage NO COMMENT

Desc: Includes all types of commercial truck drivers such as Heavy or Tractor-trailer and Light (route and delivery drivers). May drive tractor-trailer rig of more than 3 tons to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to load and unload truck. Delivery and route drivers operate vehicles under 3 tons capacity and pick-up and deliver varied forms of merchandise. Workers who also sell are in OES 97117.

Related Programs:
 490205(D)

Industrial Patterns:

421 TRUCKING, LOCAL/LONG	24.30	138 OIL/GAS FIELD SERVICE	2.91
882 SELF-EMPLOYED	9.64	010 AGRICULTURE-CROPS	2.45
327 CONCRET/GYPSUM/PLASTE	4.92	514 GROCERIES/REL. GOODS	2.41
162 HEAVY CONSTRUCTION	4.13	508 MACHINRY/EQUIP/SUPPLY	2.34
517 PETROLEUM PRODUCTS	3.22	514 GROCERIES/REL. GOODS	2.08

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OES Code: 97108 OES Title: BUS DRIVER
Current Occ. Employment: 8100 Annual Aver. Job Openings: 500
Nat. Occ. Employment: 131450 Total Projected Employment: 10450
Occ. Separation Rates: 0.0283 Unemployed Applicants: 2259
Spec. Voc. Prep. Train(SVFT): 4 Growth to Replacement Ratio: 0.648
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 42.5 Wage Rates: 7.78
Pct Minorities: 44.6 Labor Supply: 841
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 29.01
Specialization Coeff 0.789 Absolute Chg 1985-95 2250
Primary D.O.T. Code 913.463-010
License/OtherMessage NO COMMENT
Desc: Drive bus to transport passengers over specified routes
to local or distant points according to a time schedule.
Assist passengers with baggage and collect tickets or cash
fares.
    
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Related Programs:
 490201(D) 490205(D)

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Industrial Patterns:
930 LOCAL GOVT EX. EDUCAT 54.49 839 SOCIAL SERVICES,N.E.C 1.75
413 INTERCITY HWY TRANSIT 22.76 833 JOB TRAINING SERVICES 1.04
411 LOCAL/SUBURBN TRANSIT 9.35 412 TAXICABS 0.92
882 SELF-EMPLOYED 4.62 655 SUBDIVIDER/DEVELOPERS 0.35
332 INDIVID./FAMILY SERV 3.06 836 RESIDENTIAL CARE 0.34
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OES Code: 97111 OES Title: BUS DRIVER, SCHOOL
Current Occ. Employment: 15000 Annual Aver. Job Openings: 1359
Nat. Occ. Employment: 306361 Total Projected Employment: 21450
Occ. Separation Rates: 0.0383 Unemployed Applicants: 0
Spec. Voc. Prep. Train(SVPT): 4 Growth to Replacement Ratio: 0.876
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 47.5 Wage Rates: 7.32
Pct Minorities: 44.7 Labor Supply: 839
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 43.00
Specialization Coeff 0.623 Absolute Chg 1985-95 6450
Primary D.O.T. Code 913.463-010
License/OtherMessage NO COMMENT
Desc: Transport students between pick up points and school. Maintain
order during trip and adhere to safety rules when loading
and unloading pupils.
    
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Related Programs:
 490205(D)

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Industrial Patterns:
820 EDUCATIONAL SERVICES 93.55 833 JOB TRAINING SERVICES 0.33
835 CHILD CARE SERVICES 2.94 836 RESIDENTIAL CARE 0.17
413 INTERCITY HWY TRANSIT 1.74 0.00
832 INDIVID./FAMILY SERV 0.70 0.00
839 SOCIAL SERVICES,N.E.C 0.53 0.00
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OES Code: 98102 OES Title: MECHANIC HELPERS
Current Occ. Employment: 12100 Annual Aver. Job Openings: 577
Nat. Occ. Employment: 112429 Total Projected Employment: 14300
Occ. Separation Rates: 0.0233 Unemployed Applicants: 981
Spec. Voc. Prep. Train(SVFT): 5 Growth to Replacement Ratio: 0.616
Pct Req. Post High Sch. Educ.: 0.00 Licensure (Y/N)?: N
Pct Females: 21.5 Wage Rates: 5.77
Pct Minorities: 34.6 Labor Supply: 0
Environ. Cond. Restricts (Y/N)?: N Pct Chg 1985-1995 18.18
Specialization Coeff 1.379 Absolute Chg 1985-95 2200
Primary D.O.T. Code 620.684-014
License/OtherMessage NO COMMENT
  
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Desc: Help mechanics and repairers in maintenance, parts replacement, and repair of vehicles, industrial machinery, and electrical and electronic equipment. Perform duties such as furnishing tools, materials and supplies to other workers; cleaning work area, machines, and tools; and holding materials or tools for other workers.

Related Programs:

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Industrial Patterns:
551 NEW/USED CAR DEALERS 24.63 291 PETROLEUM REFINING 4.29
739 MISC.BUSINESS SERVICE 12.67 491 ELECTRIC SERVICES CO. 3.22
162 HEAVY CONSTRUCTION 12.11 359 MISC.MACHINERY EX.ELE 2.22
179 MISC. TRADE CONSTR. 8.14 372 AIRCRAFT AND PARTS 1.29
154 NONRESIDENT BUILDING 5.61 208 BEVERAGES MANUF. 1.23
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Appendix E

**Estimated Child Care Capacity in Texas Counties
By DHS Region**

County	DHS Region	Number of Registered Day Homes ¹	Estimated Capacity Registered Homes ²	Licensed Facilities Capacity ³	Estimated Total Capacity (slots) ⁴	Estimated Available Capacity (slots) ⁵
Armstrong	01	0	0	0	0	0
Bailey	02	10	23	120	143	47
Briscoe	01	0	0	0	0	0
Carson	01	16	37	22	59	20
Castro	01	4	9	34	43	14
Cochran	02	2	5	0	5	2
Collingsworth	01	3	7	0	7	2
Crosby	02	6	14	101	115	38
Dallam	01	12	28	80	108	36
Deaf Smith	01	19	44	391	435	144
Dickens	02	1	2	102	104	34
Donley	01	1	2	48	50	17
Floyd	02	9	21	137	158	52
Garza	02	6	14	0	14	5
Gray	01	10	23	637	660	218
Hale	02	29	68	813	881	291
Hall	01	1	2	40	42	14
Hansford	01	4	9	41	50	17
Hartley	01	3	7	0	7	2
Hemphill	01	4	9	83	92	30
Hockley	02	18	42	229	271	89
Hutchinson	01	22	52	252	304	100
King	02	0	0	0	0	0
Lamb	02	8	19	36	55	18
Lipscomb	01	2	5	30	35	11
Lubbock	02	350	819	5346	6165	2035
Lynn	02	6	14	82	96	32
Moore	01	9	21	311	332	110
Motley	02	0	0	0	0	0
Ochiltree	01	6	14	233	247	82
Oldham	01	1	2	17	19	6
Parmer	01	10	23	24	47	16
Potter	01	137	321	2591	2912	961
Randall	01	224	524	1737	2261	746
Roberts	01	1	2	0	2	1
Sherman	01	3	7	0	7	2
Swisher	01	8	19	120	139	46
Terry	02	12	28	87	115	38
Wheeler	01	4	9	0	9	3
Yoakum	02	5	12	85	97	32

¹Texas Department of Human Services, 1988 Annual Report.

²Results of Child Care Market Study, Texas Department of Human Services, 1989.

³Texas Department of Human Services, 1988 Annual Report.

⁴Figures were calculated using data from the Texas Department of Human Services 1988 Annual Report and the Results of Child Care Market Study, 1989.

⁵Figures were calculated using data from the Texas Department of Human Services 1988 Annual Report and the Results of Child Care Market Study, 1989.

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Andrews	12	11	39	288	327	105
Borden	12	0	0	0	0	0
Brewster	03	5	18	144	162	52
Crane	12	5	18	42	60	19
Culberson	03	0	0	35	35	11
Dawson	12	2	7	295	302	97
Ector	12	67	236	3239	3475	1112
ElPaso	03	301	1058	11068	12126	3880
Gaines	12	7	25	54	79	25
Glasscock	12	0	0	0	0	0
Howard	12	8	28	604	632	202
Hudspeth	03	0	0	12	12	4
Jeff Davis	03	0	0	0	0	0
Loving	12	0	0	0	0	0
Martin	12	1	4	54	58	18
Midland	12	63	222	3051	3273	1047
Pecos	12	1	4	202	206	66
Presidio	03	2	7	34	41	13
Reeves	12	2	7	257	264	84
Terrell	12	0	0	0	0	0
Upton	12	3	11	45	56	18
Ward	12	16	56	12	68	22
Winkler	12	5	18	0	18	6

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Archer	04	4	11	123	134	56
Baylor	04	4	11	53	64	27
Brown	04	49	134	791	925	389
Callahan	04	18	49	199	248	104
Childress	04	12	33	17	50	21
Clay	04	16	44	77	121	51
Coke	04	3	8	0	8	3
Coleman	04	9	25	139	164	69
Comanche	04	10	27	178	205	86
Concho	04	7	19	0	19	8
Cottle	04	1	3	34	37	15
Crockett	04	4	11	30	41	17
Eastland	04	22	60	277	337	142
Fisher	04	5	14	35	49	20
Foard	04	2	5	34	39	17
Hardeman	04	5	14	103	117	49
Haskell	04	6	16	24	40	17
Irion	04	1	3	0	3	1
Jack	04	5	14	129	143	60
Jones	04	19	52	109	161	68
Kent	04	0	0	14	14	6
Kimble	04	5	14	90	104	44
Knox	04	5	14	0	14	6
Mason	04	2	5	54	59	25
McCulloch	04	1	3	95	98	41
Menard	04	4	11	0	11	5
Mitchell	04	3	8	97	105	44
Montague	04	17	47	192	239	100
Nolan	04	17	47	279	326	137
Reagan	04	4	11	63	74	31
Runnels	04	21	58	97	155	65
Schleicher	04	6	16	0	16	7
Scurry	04	12	33	212	245	103
Shackelford	04	2	5	58	63	27
Stephens	04	16	44	253	297	125
Sterling	04	1	3	0	3	1
Stonewall	04	0	0	0	0	0
Sutton	04	3	8	68	76	32
Taylor	04	182	499	3463	3962	1664
Throckmorton	04	3	8	0	8	3
Tom Green	04	118	324	2936	3260	1369
Wichita	04	195	535	3399	3934	1652
Wilbarger	04	26	71	345	416	175
Young	04	30	82	349	431	181

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Collin	05	270	680	9176	9856	1081
Cooke	05	12	30	453	483	53
Dallas	05	1,593	4012	67983	71995	7898
Denton	05	300	756	8170	8926	979
Ellis	05	84	212	2425	2637	289
Erath	05	23	58	339	397	44
Fannin	05	10	25	276	301	33
Grayson	05	80	201	1966	2167	238
Hood	05	6	15	361	376	41
Hunt	05	43	108	1333	1441	158
Johnson	05	25	63	1913	1976	217
Kaufman	05	49	123	1136	1259	138
Navarro	05	36	91	1027	1118	123
Palo Pinto	05	8	20	395	415	46
Parker	05	24	60	816	876	96
Rockwall	05	11	28	783	811	89
Somervell	05	5	13	87	100	11
Tarrant	05	963	2425	37359	39784	4364
Wise	05	10	25	380	405	44

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Bastrop	06	42	122	727	849	142
Bell	06	150	437	4293	4730	789
Blanco	06	5	15	26	41	7
Bosque	06	25	73	101	174	29
Brazos	06	119	347	3489	3836	640
Burleson	06	6	17	219	236	39
Burnet	06	10	29	516	545	91
Caldwell	06	15	44	323	367	61
Coryell	06	50	146	1145	1291	215
Falls	06	4	12	241	253	42
Fayette	06	23	67	411	478	80
Freestone	06	16	47	232	279	46
Grimes	06	25	73	265	338	56
Hamilton	06	17	50	34	84	14
Hays	06	59	172	1354	1526	255
Hill	06	23	67	179	246	41
Lampasas	06	10	29	166	195	33
Lee	06	23	67	223	290	48
Leon	06	7	20	71	91	15
Limestone	06	14	41	379	420	70
Llano	06	10	29	32	61	10
Madison	06	2	6	120	126	21
McLennan	06	174	507	7239	7746	1292
Milam	06	18	52	363	415	69
Mills	06	6	17	54	71	12
Robertson	06	5	15	173	188	31
San Saba	06	5	15	102	117	19
Travis	06	804	2343	24809	27152	4529
Washington	06	24	70	915	985	164
Williamson	06	253	737	6748	7485	1249

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Anderson	07	23	74	774	848	300
Bowie	07	66	212	1923	2135	757
Camp	07	12	39	24	63	22
Cass	07	14	45	301	346	123
Cherokee	07	34	109	703	812	288
Delta	07	3	10	0	10	3
Franklin	07	5	16	52	68	24
Gregg	07	108	347	3229	3576	1267
Harrison	07	40	129	886	1015	359
Henderson	07	36	116	726	842	298
Hopkins	07	22	71	385	456	161
Lamar	07	44	142	699	841	298
Marion	07	0	0	122	122	43
Morris	07	7	23	137	160	57
Panola	07	7	23	293	316	112
Rains	07	5	16	49	65	23
Red River	07	7	23	100	123	43
Rusk	07	30	96	492	588	209
Smith	07	112	360	5291	5651	2002
Titus	07	17	55	311	366	130
Upshur	07	11	35	254	289	103
Van Zandt	07	24	77	433	510	181
Wood	07	14	45	325	370	131

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Aransas	08	2	5	115	120	19
Bee	08	24	56	482	538	87
Brooks	08	1	2	211	213	34
Calhoun	08	12	28	247	275	44
Cameron	08	90	211	3434	3645	588
DeWitt	08	15	35	176	211	34
Duval	08	3	7	30	37	6
Goliad	08	3	7	68	75	12
Gonzales	08	11	26	247	273	44
Hidalgo	08	342	803	6524	7327	1182
Jackson	08	18	42	79	121	20
Jim Hogg	08	6	14	119	133	21
Jim Wells	08	29	68	281	349	56
Kenedy	08	0	0	0	0	0
Kleberg	08	5	12	528	540	87
Lavaca	08	53	124	187	311	50
Live Oak	08	4	9	24	33	5
McMullen	08	1	2	0	2	0
Nueces	08	201	472	6067	6539	1055
Refugio	08	0	0	70	70	11
San Patricio	08	33	77	1112	1189	192
Starr	08	8	19	458	477	77
Victoria	08	96	225	2116	2341	378
Webb	08	63	148	2168	2316	374
Willacy	08	24	56	221	277	45
Zapata	08	1	2	143	145	23

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Atascosa	09	7	18	411	429	86
Bandera	09	5	13	136	149	30
Bexar	09	1,384	3549	35915	39464	7944
Comal	09	27	69	1185	1254	252
Dimmit	09	1	3	300	303	61
Edwards	09	0	0	0	0	0
Frio	09	7	18	310	328	66
Gillespie	09	28	72	508	580	117
Guadalupe	09	43	110	888	998	201
Karnes	09	7	18	136	154	31
Kendall	09	15	38	385	423	85
Kerr	09	25	64	880	944	190
Kinney	09	0	0	23	23	5
LaSalle	09	7	18	71	89	18
Maverick	09	3	8	563	571	115
Medina	09	30	77	428	505	102
Real	09	1	3	25	28	6
Uvalde	09	12	31	505	536	108
Val Verde	09	9	23	258	281	57
Wilson	09	23	59	199	258	52
Zavala	09	3	8	265	273	55

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Angelina	10	14	29	1205	1234	156
Hardin	10	23	48	456	504	64
Houston	10	15	31	445	476	60
Jasper	10	6	13	433	446	56
Jefferson	10	202	424	6349	6773	854
Nacogdoches	10	32	67	1180	1247	157
Newton	10	0	0	84	84	11
Orange	10	42	88	1221	1309	165
Polk	10	8	17	354	371	47
Sabine	10	3	6	0	6	1
San Augustine	10	2	4	86	90	11
San Jacinto	10	0	0	85	85	11
Shelby	10	6	13	418	431	54
Trinity	10	5	10	85	95	12
Tyler	10	2	4	148	152	19

County	DHS Region	Number of Registered Day Homes	Estimated Capacity Registered Homes	Licensed Facilities Capacity	Estimated Total Capacity (slots)	Estimated Available Capacity (slots)
Austin	11	14	28	389	417	53
Brazoria	11	155	305	4678	4983	628
Chambers	11	4	8	292	300	38
Colorado	11	24	47	207	254	32
Fort Bend	11	173	341	5554	5895	743
Galveston	11	192	378	5731	6109	770
Harris	11	2,261	4454	81127	85581	10792
Liberty	11	11	22	426	448	56
Matagorda	11	16	32	827	859	108
Montgomery	11	64	126	4610	4736	597
Walker	11	16	32	1166	1198	151
Waller	11	15	30	503	533	67
Wharton	11	36	71	540	611	77