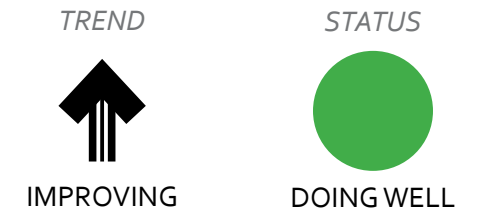


Labor Availability



CURRENT STATE

As during the dot-com bust, even as job growth declined in 2008-09, labor force growth remained steady.

IDEAL STATE

Central Texas has a diverse, well-trained labor supply that is in balance with employer needs.

CONTEXT

The labor force is made up of individuals who base their choices on a broader set of factors than just job availability - the affordability of a region, the perception of access to opportunities, and quality of life.

In the global economy, regions sell the connections between their emerging industries and what makes their region attractive to the labor force to fill jobs in those industries.

Incorporating sustainability into this pursuit includes training current residents to be able to take emerging jobs such that the region does not become dependent on new workers moving in.

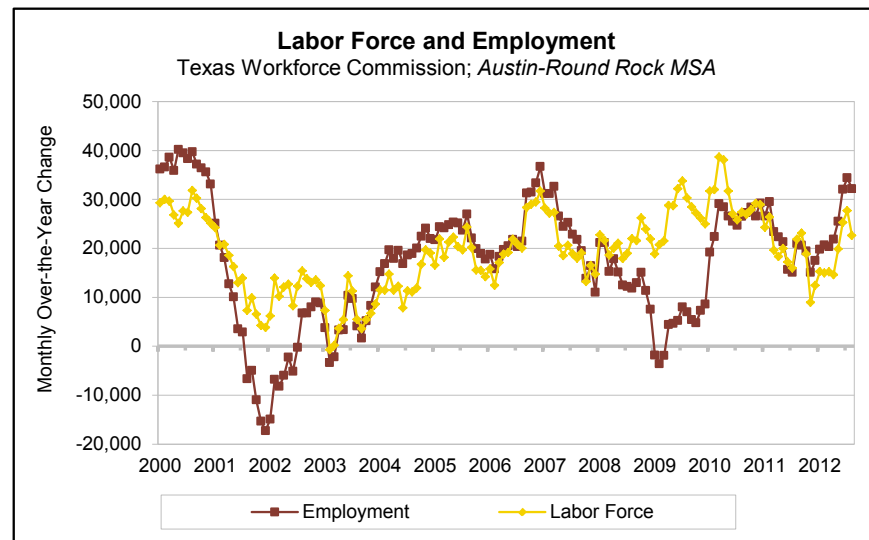
ADDITIONAL MEASURES

Skills lacking in Entry-Level Applicants

SOURCES

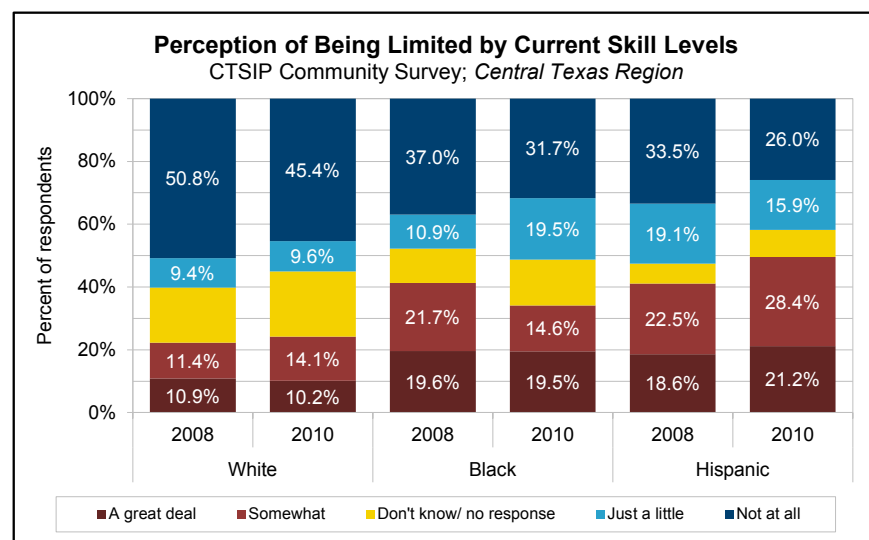
Regional Labor Force and Employment

- Despite erratic job growth in Central Texas - in concert with national downturns - the civilian labor force has grown every month except one (February 2003) for almost 15 years.
- Trends through the last two recessions show the Central Texas region remains attractive to workers that are able to migrate to areas of opportunity during large economic downturns.



Perception of Personal Skills and Opportunities

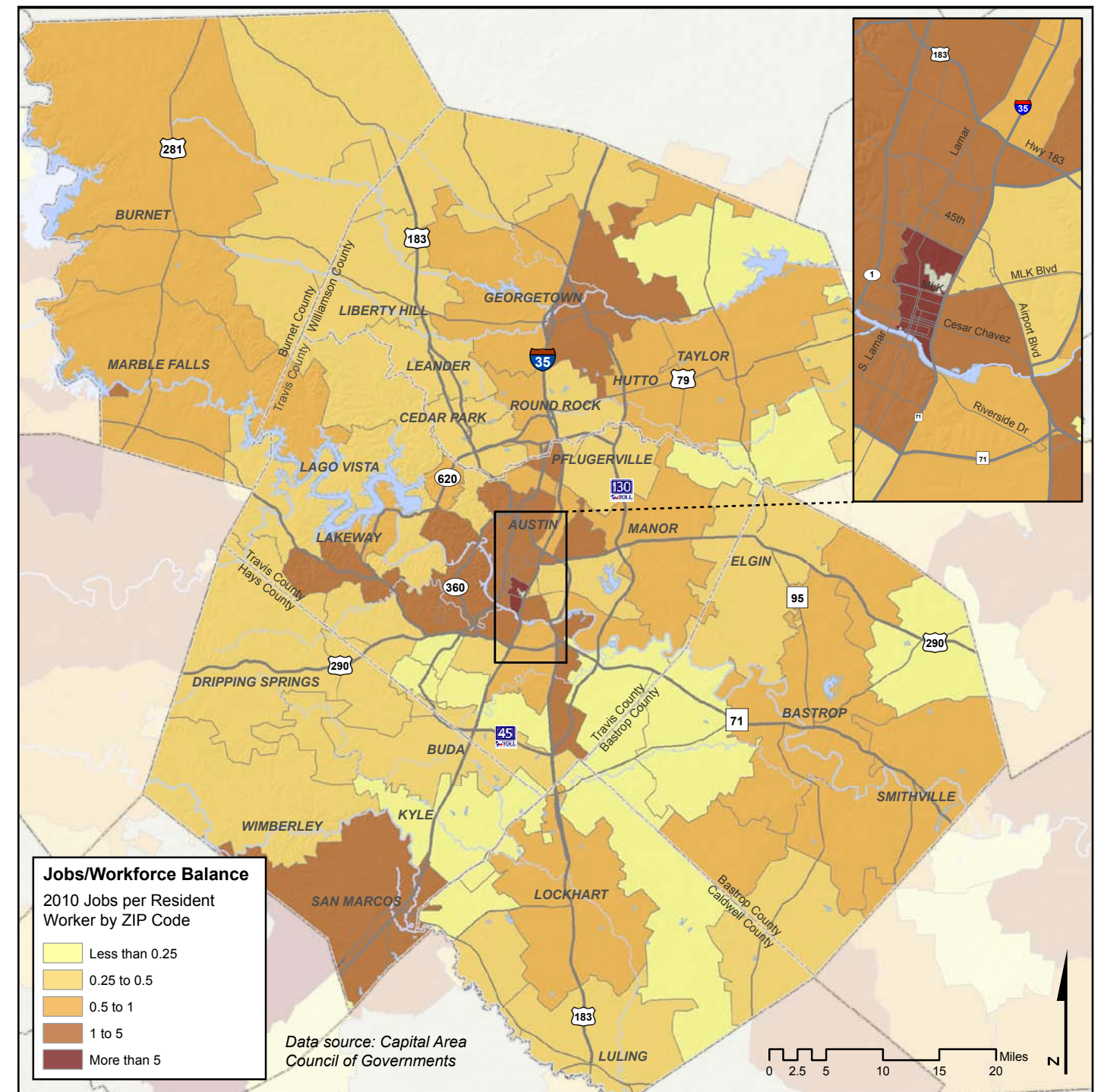
- Personal confidence in skill levels relative to desired employment decreased between 2008 and 2010 for every race/ethnicity.
- Of all 2010 respondents, 19% felt at least "somewhat" limited by their skill level. A greater share of minorities feel this way, including nearly half of Hispanics.



Survey Question: To what extent would you say that your current skill levels or education limit your ability to have the kind of job or position you'd like to have within the next 5 years?

Proximity to Work

- This map shows the number of jobs per resident worker in each ZIP code, reflecting the opportunities for employment in close proximity to home. This is a major component of "housing-jobs balance" and an important indicator that not only highlights economic issues but also land use efficiency and mobility.



Jobs/Workforce Balance
2010 Jobs per Resident Worker by ZIP Code

- Less than 0.25
- 0.25 to 0.5
- 0.5 to 1
- 1 to 5
- More than 5

Data source: Capital Area Council of Governments