

**THE
FORT HOOD ECONOMIC REGION
LABOR AVAILABILITY REPORT**

February, 2013

Compiled and Prepared by



THE PATHFINDERS

www.thepathfindersus.com

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INTRODUCTION

The Pathfinders has employed its many years of experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this evaluation of the Fort Hood Economic Region workforce. In site-selection projects, the question that most often drives the search is whether the candidate location has the workforce needed for a new or expanding operation. When considering the workforce of a possible location, a prospect basically wants to know:

- Can I find the workers I need in this location?
- Do these workers have any skills and/or experience that pertain to my operation?
- How much will these workers cost?

Consequently, an analysis of an area's workforce became a key component of site searches conducted by The Pathfinders. The report that follows was developed as a tool for economic development officials for use in business recruitment and workforce development efforts. Senior human resources executives from among corporate clients assisted in refining the methodology and report format.

With regard to labor availability, while unemployed workers are a source considered in hiring, companies typically also staff a new operation with individuals who are working but who desire better jobs and who appear to possess the skills, education, and experience to qualify them for those better jobs. **By that definition**, those individuals can be considered "underemployed" and are identified as such in this report.

The Pathfinders was retained by the Greater Killeen Chamber of Commerce to quantify the extent to which both unemployment and underemployment exist in the Fort Hood Economic Region. This report also represents the objective and professional view of The Pathfinders with regard to workforce quality, availability, costs, experience and skills that a new or expanding employer can expect in the Fort Hood Economic Region.

The information presented in this report has been developed independently of the client, and the client has not influenced the findings.



KEY FINDINGS

- **The Fort Hood Economic Region, referred to in this report as the “labor shed”, has a household population of approximately 411,600; a civilian labor force of approximately 171,900; and a pool of approximately 11,400 unemployed persons who are actively seeking work.**
- **The results of this survey indicate that a new or expanding employer will be able to attract employees from an additional pool of about 24,100 underemployed workers.**
- **The median current pay rate of the underemployed workers in the labor shed is \$12.40 per hour, and their median desired pay rate is \$14.95 per hour.**
- **Survey results indicate that the underemployed workers in the labor shed have high levels of experience and skills in maintenance/installation/repair, warehousing/distribution/transportation, and customer service.**
- **Results indicate that underemployed workers are willing to commute an average of 28 miles to a new job, in contrast to their current average commute of 12 miles.**
- **Survey results indicate only 3% of the underemployed and only 2% of unemployed, actively seeking work individuals in the labor shed have less than a high school degree.**
- **The median desired pay rate of the unemployed workers who are actively seeking work is \$12.30 per hour.**
- **In total, the Fort Hood Economic Region has approximately 35,500 available workers for new or expanding businesses.**



METHODOLOGY

The first step in assessing the workforce of the Fort Hood Economic Region was to determine the boundaries of the area to be assessed. To accomplish this task, The Pathfinders applied the same reasoning that would be used during a site search for a corporate client considering the area as a potential location. The Fort Hood Economic Region survey area includes those locations from which workers might be drawn to a new employer and is referred to in this report as the “labor shed”. This labor shed consists of Bell, Coryell and Lampasas Counties in Texas.

A map of the Fort Hood Economic Region labor shed is included on the following page.

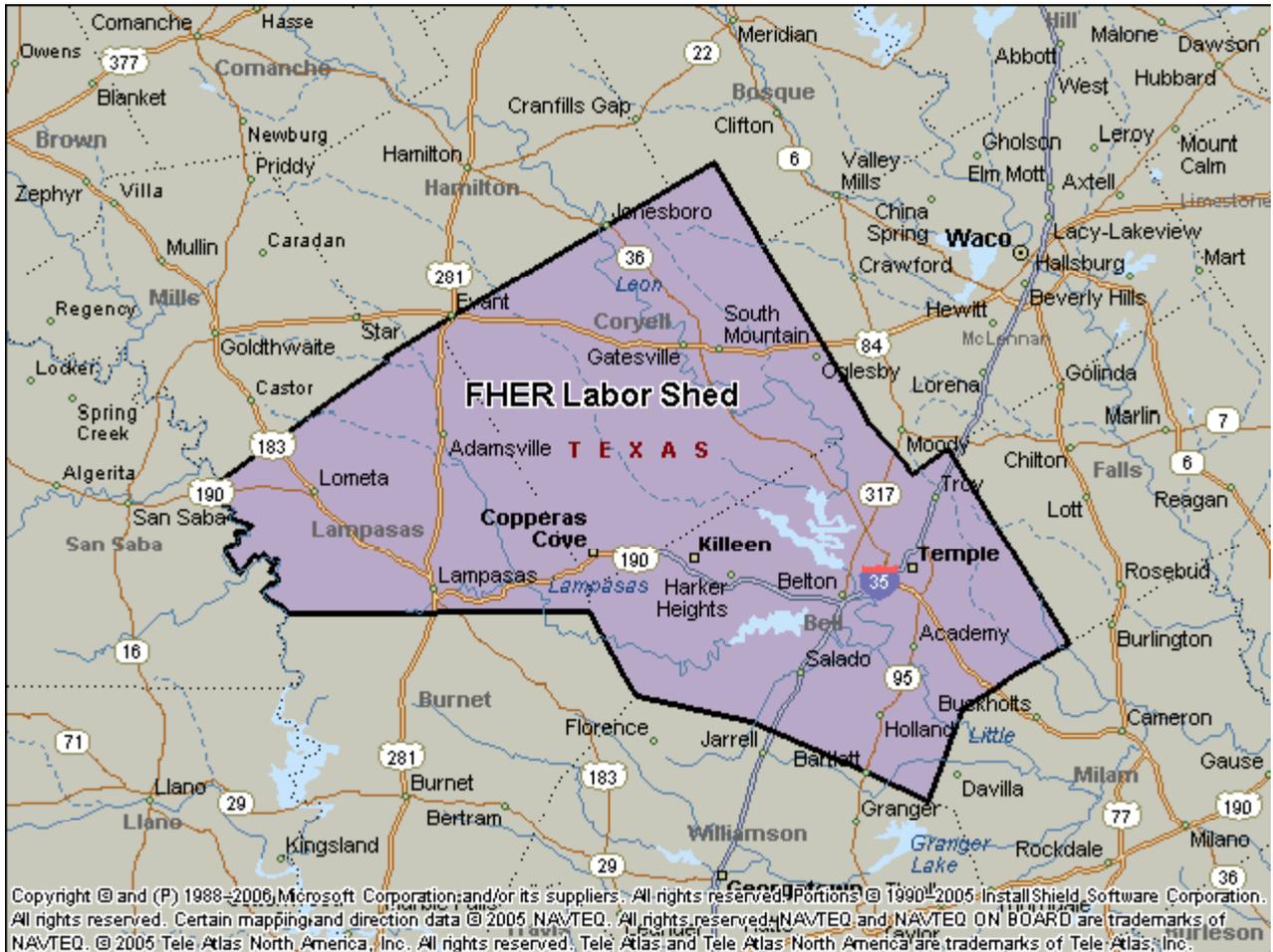
Selected online resources were used in this project. Additionally, The Pathfinders conducted interviews with individuals throughout the Fort Hood Economic Region. Those individuals were proportionally stratified across age, household income, and zip codes. The purpose of these surveys was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills.

The data obtained as a result of those interviews enabled The Pathfinders to apply and employ a proprietary methodology that accurately determined the existence of underemployment and the quality and characteristics of both the underemployed and unemployed workers in the area. Further, The Pathfinders applied a proprietary process to the analysis of the data to correct for invalid responses. For example, those persons indicating they would take a new job but also indicating the desire for increased or decreased pay that is unreasonable are not included in the results.

It is important to note that companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.



MAP OF THE FORT HOOD ECONOMIC REGION (FHER) LABOR SHED



NUMBER OF AVAILABLE WORKERS

The Fort Hood Economic Region Labor Shed

The Fort Hood Economic Region labor shed has a household population of approximately 411,600. The civilian labor force numbers approximately 171,900, and the labor shed contains approximately 11,400 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 24,100 workers can be defined as underemployed: those individuals who are currently working but would take a better job if offered by a new or existing employer and who appear to possess the skills, education, and experience to qualify them to do so. Together with the unemployed, actively seeking work individuals, the Fort Hood Economic Region has approximately 35,500 available workers for new or existing employers.

TOTAL AVAILABLE WORKERS

Number of underemployed workers	24,100
Number of unemployed, actively seeking work individuals	11,400
Total Number of Workers Available for Employers*	35,500

* The reader is cautioned that, while the number of workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.



ASSESSMENT OF THE UNDEREMPLOYED WORKFORCE

The Fort Hood Economic Region Labor Shed

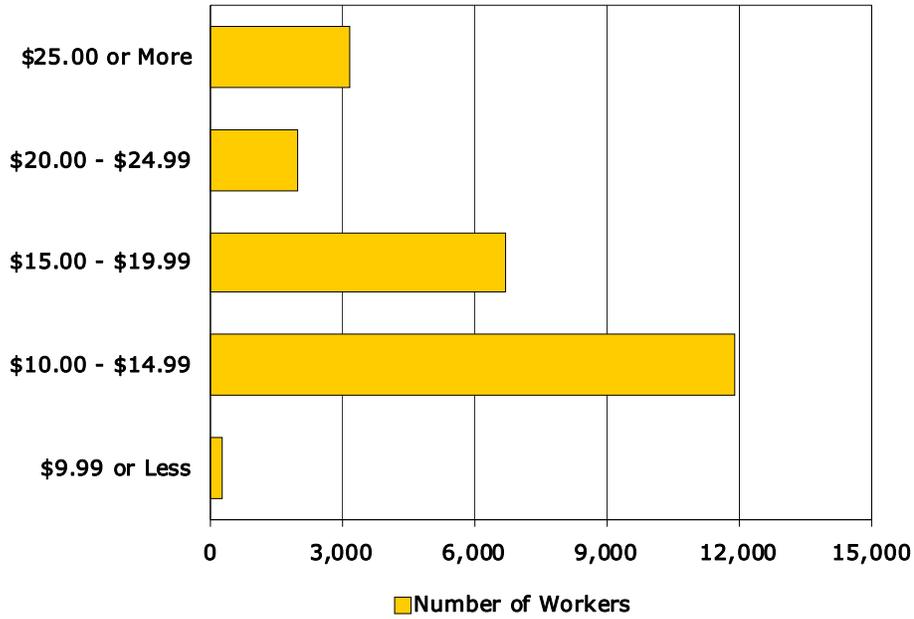
The 24,100 underemployed workers identified in this report might also be termed “upgraders”. They desire to move into an upgraded job and appear to possess the skills, education, and experience to enable them to do so. The following charts represent the desired pay rates of the underemployed individuals in the labor shed. Desired wages are shown by specific rates, range and percentiles.

NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE AT SPECIFIC WAGE RATES PER HOUR (rounded)

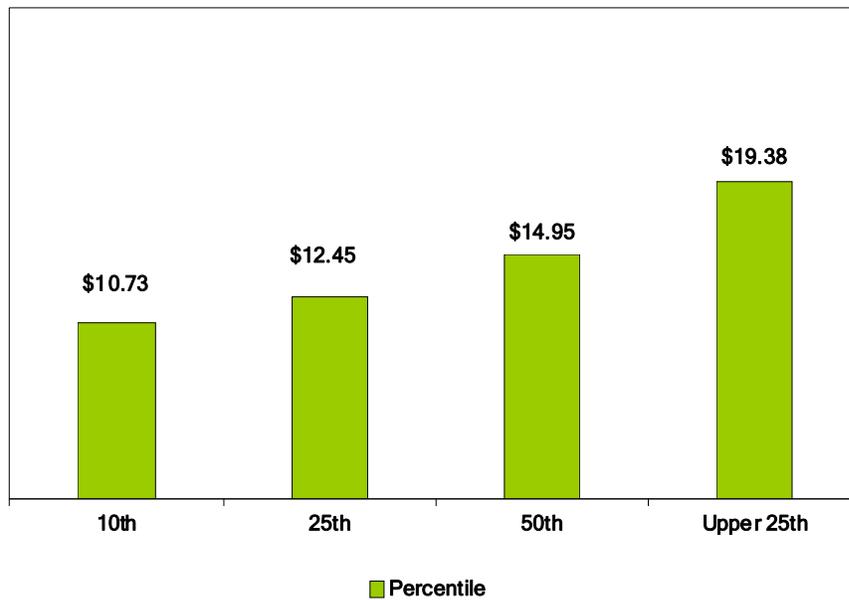
Desired Pay Rate	Number Available
\$9.99 or Less	300
\$10.00 - \$11.99	4,200
\$12.00 - \$13.99	4,700
\$14.00 - \$15.99	6,000
\$16.00 - \$17.99	1,400
\$18.00 - \$19.99	2,300
\$20.00 - \$21.99	1,300
\$22.00 - \$23.99	700
\$24.00 - \$26.99	700
\$27.00 - \$29.99	1,300
\$30.00 or More	1,200



DESIRED WAGE RATES PER HOUR BY RANGE
24,100 Underemployed Workers



DESIRED WAGE RATES PER HOUR BY PERCENTILE
24,100 Underemployed Workers



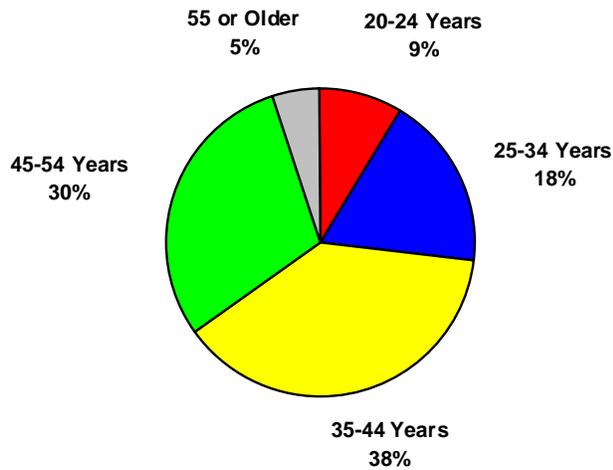
CHARACTERISTICS OF UNDEREMPLOYED WORKERS

The Fort Hood Economic Region Labor Shed

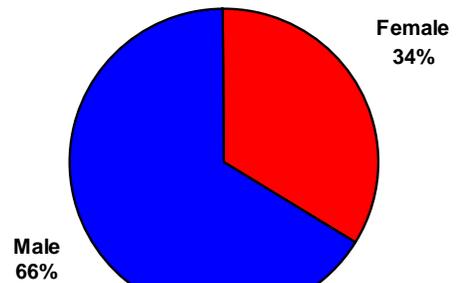
24,100 Underemployed Workers

The following charts provide information on various characteristics of the underemployed workers in the labor shed. **As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population and civilian labor force as a whole.**

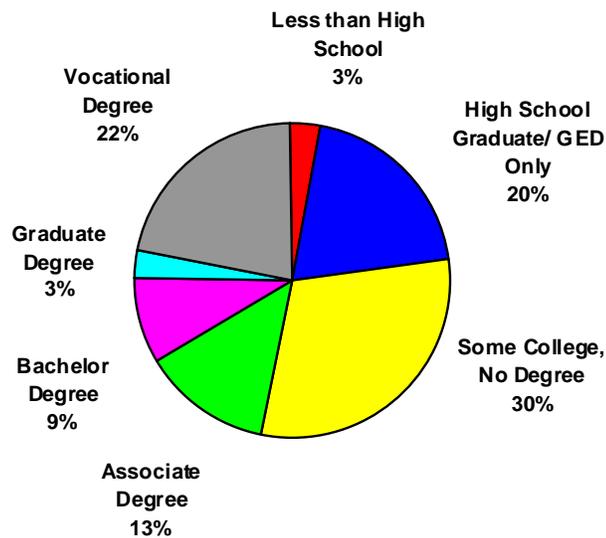
AGE - Average 40 Years



GENDER

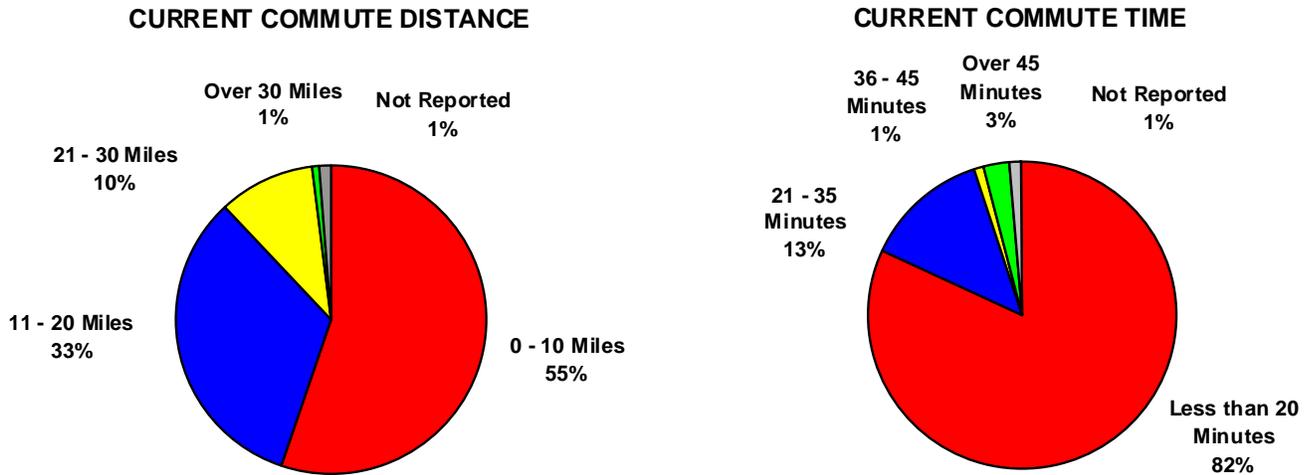


EDUCATION



CHARACTERISTICS OF UNDEREMPLOYED WORKERS

24,100 Underemployed Workers



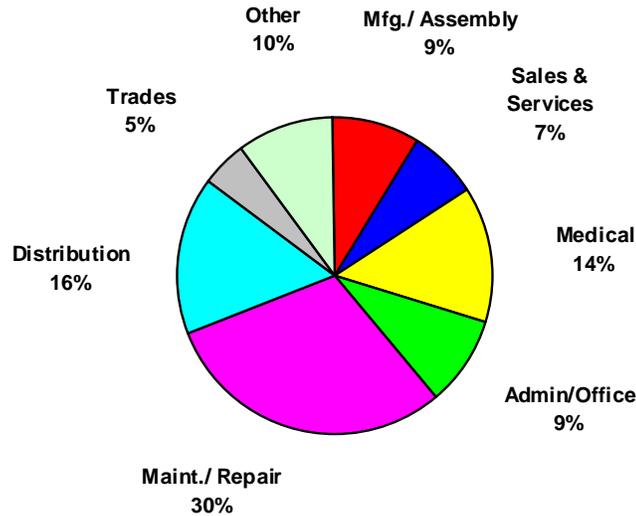
The average commute time of the underemployed workers in the labor shed is 15 minutes, and the average current commute distance is 12 miles.

LENGTH OF TIME IN CURRENT JOB

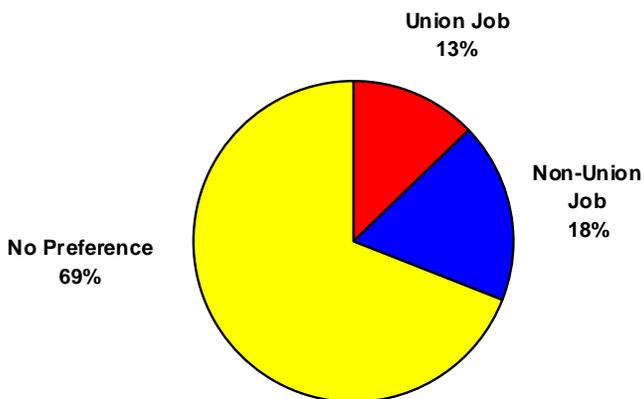


CHARACTERISTICS OF UNDEREMPLOYED WORKERS 24,100 Underemployed Workers

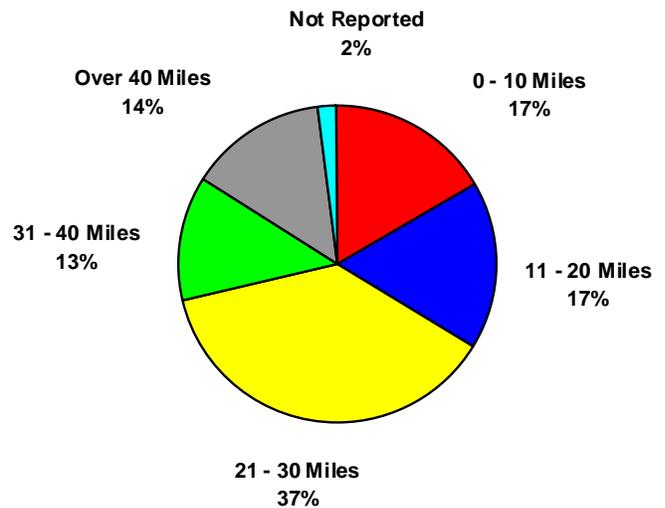
CURRENT AREA OF EMPLOYMENT



UNION PREFERENCE



MILES WILLING TO COMMUTE Average 28 Miles



EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

24,100 Underemployed Workers

The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- back office, data processing, call centers, information technology, customer service or sales operations;
- distribution or transportation operations; and,
- biotechnology, pharmaceuticals or medical research operations.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups and are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations.

The experience chart reports the approximate number of underemployed workers experienced in each category. The chart also gives the percentage of the total number of underemployed experienced in each category and the average number of years of experience in each category.

Likewise, for the skills categories, the charts illustrate the approximate number of underemployed workers in the labor shed who are skilled in each of the categories and the percent of the total underemployed. Additionally, an accompanying chart illustrates the percentage of the total underemployed workers in the labor shed who are skilled in each category and the percent of those who use each category of skills in their current jobs.

It should be noted that individuals polled normally have experience and skills in multiple categories; therefore, the category number of workers will not total to the number of underemployed, nor will the percentages equal 100%.



EXPERIENCE OF UNDEREMPLOYED WORKERS

24,100 Underemployed Workers

Experience Category	Number of Workers*	Percentage of Total	Average Years of Experience
Customer Service	15,200	63%	9
Maintenance/Installation/Repair	13,000	54%	9
Warehouse/Distribution/Transportation	12,300	51%	8
Manufacturing/Assembly/Fabrication	11,300	47%	7
Office Operations	9,400	39%	9
Sales	7,500	31%	6
Information Technology	5,100	21%	7
Medical/Health Sciences	4,800	20%	9
Telecommunications	3,900	16%	8
Call Center	2,200	9%	2

* Rounded



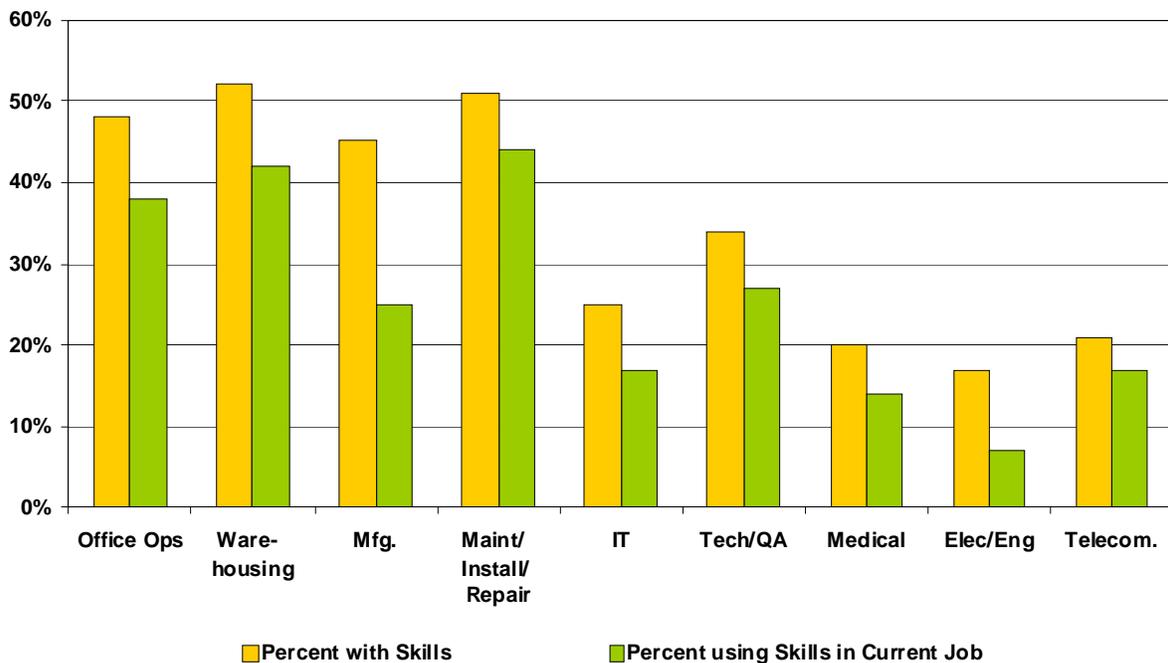
SKILLS OF UNDEREMPLOYED WORKERS

24,100 Underemployed Workers

Skills Category	Number of Workers*	Percentage of Total
Warehouse/Materials Handling	12,500	52%
Maintenance/Installation/Repair	12,300	51%
Office Operations	11,600	48%
Manufacturing/Assembly/Fabrication	10,800	45%
Technician/Quality Assurance	8,200	34%
Information Technology	6,000	25%
Telecommunications	5,100	21%
Medical/Health Sciences	4,800	20%
Electronics/Engineering	4,100	17%

* Rounded

SKILLS USED IN CURRENT JOB



The survey respondents were asked to identify the one category of experience in which they felt they were most experienced and, also, the single skills category in which they believed themselves to be most skilled. The charts below reflect the results of these questions.

CATEGORY OF MOST EXPERIENCED

Experience Category	Percentage of Respondents
Maintenance/Installation/Repair	30%
Warehouse/Distribution/Transportation	21%
Office Operations	14%
Medical/Health Sciences	11%
Manufacturing/Assembly/Fabrication	10%
Customer Service	7%
Information Technology	3%
Call Center	3%
Telecommunications	1%

CATEGORY OF MOST SKILLED

Skills Category	Percentage Of Respondents
Maintenance/Installation/Repair	27%
Warehouse/Materials Handling	20%
Office Operations	16%
Medical/Health Sciences	13%
Manufacturing/Assembly/Fabrication	10%
Telecommunications	4%
Technician/Quality Assurance	4%
Electronics/Engineering	3%
Information Technology	3%

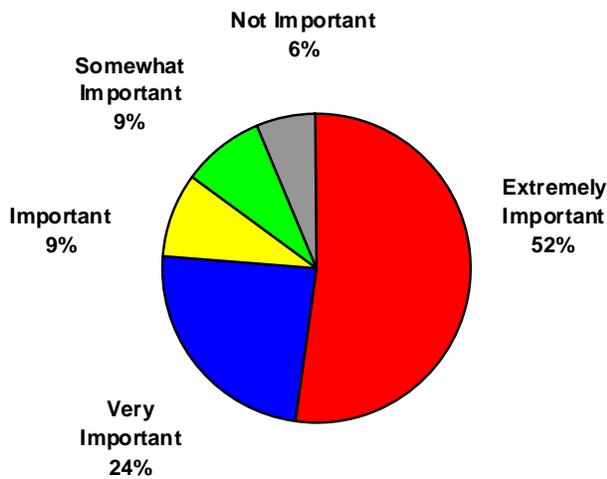


FACTORS AFFECTING JOB DESIRABILITY

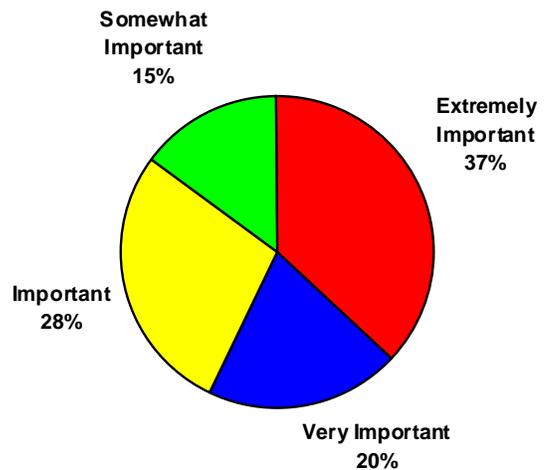
24,100 Underemployed Workers

In an effort to identify those factors most important to the Fort Hood Economic Region’s underemployed workers relative to consideration of an employer’s desirability and a potential job change, the respondents were asked to rate the following job factors from “extremely important” to “not important”.

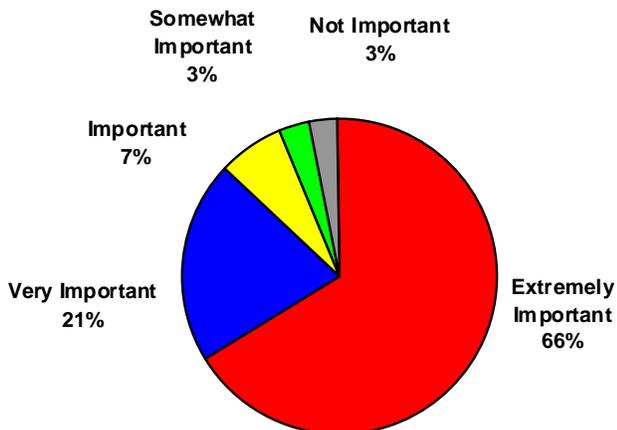
SALARY



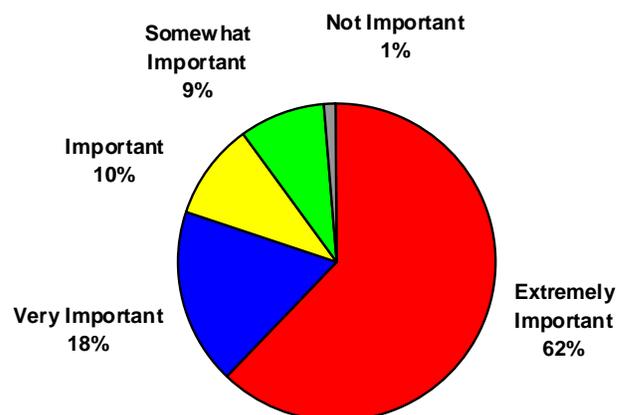
LOCATION



INSURANCE BENEFITS



RETIREMENT BENEFITS



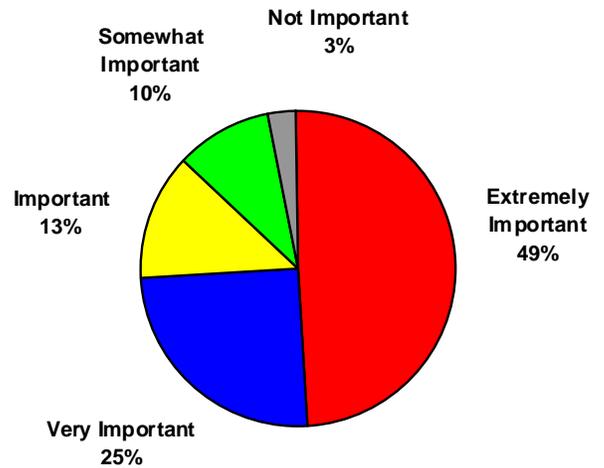
FACTORS AFFECTING JOB DESIRABILITY

24,100 Underemployed Workers

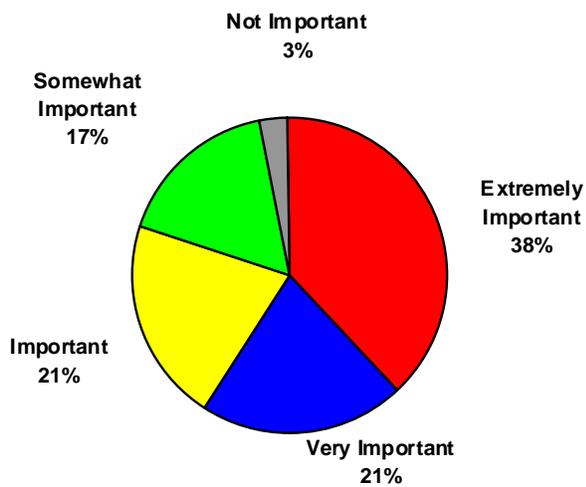
PHYSICAL WORKING ENVIRONMENT



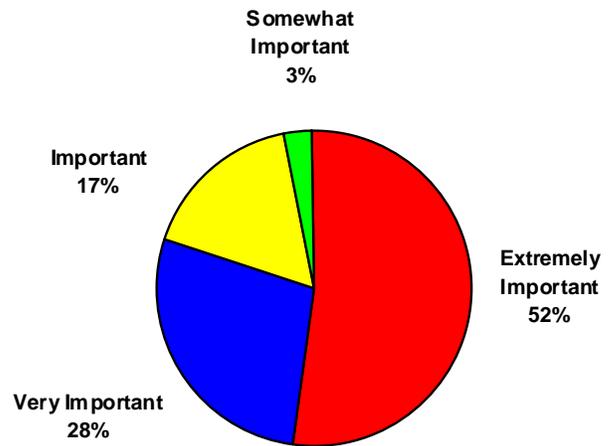
PAID TRAINING PROGRAMS



FLEXIBLE WORK SCHEDULE



OPPORTUNITY FOR ADVANCEMENT



INTEREST IN TRAINING COURSES

24,100 Underemployed Workers

A component was added to this survey which was designed to determine possible interest in training courses on the part of the underemployed workers in the Fort Hood Economic Region workforce. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program; therefore, the percent total will not equal 100.

Type of Training Course	Number of Workers (Rounded)	Percentage of Total
Construction Trades	9,600	40%
Auto or Maintenance Mechanics	9,200	38%
Industrial Machine Operations	8,900	37%
Computer Software Applications	8,400	35%
Technical Trades	8,200	34%
Commercial Vehicle Operations	7,500	31%
Computer Programming	7,200	30%
Human Resources	6,700	28%
Health Care	6,700	28%
Computer Maintenance or Repair	6,700	28%
Real Estate or Insurance	6,000	25%
Banking/Finance	6,000	25%
Cosmetology	6,000	25%
Shipping/Distribution/Transportation	6,000	25%
Restaurant or Retail Management	2,400	10%
Food Service or Hospitality	1,700	7%
GED or Basic Reading, Writing, Arithmetic	1,700	7%
ESL (English as a Second Language)	1,000	4%

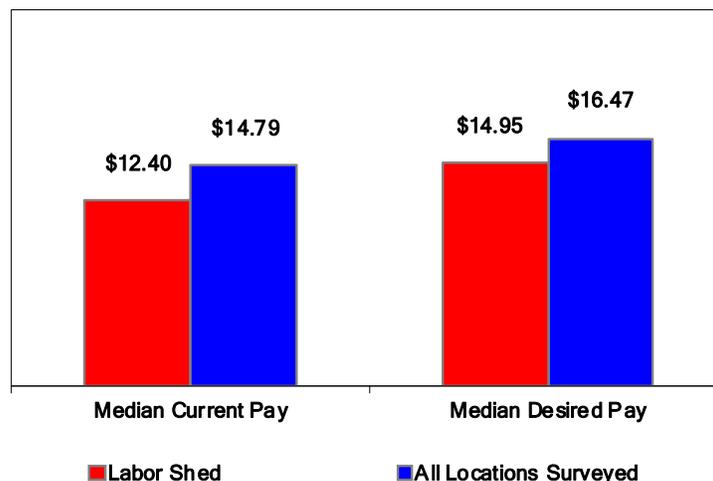


NATIONAL COMPARISONS OF UNDEREMPLOYED WORKFORCE

This section of the report provides comparisons of the pay rates, experience and skills of the labor shed’s underemployed workforce with the underemployed workforces in other areas previously surveyed by The Pathfinders. A prospect company considering the Fort Hood Economic Region as a location will judge its workforce on a comparative basis. The comparative data for other locations used in the following charts reflect information accumulated over the past eighteen months. The Pathfinders maintains a continuing database of over 700 surveyed counties and communities and more than 30 million workers. In the charts, the Fort Hood Economic Region is referred to as “labor shed”.

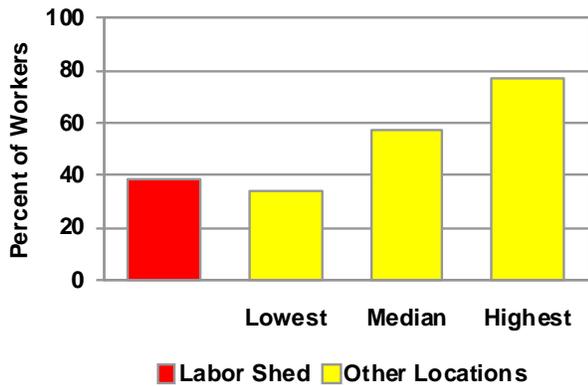
The chart below illustrates the median current and desired wages of the underemployed workers in the Fort Hood Economic Region labor shed as compared to those underemployed workers in all locations surveyed by The Pathfinders over the past eighteen months. As indicated, the median current pay of all surveyed, underemployed workers over the past eighteen months is \$14.79 per hour, and the median desired pay of these workers is \$16.47 per hour. As shown, survey results indicate that the Fort Hood Economic Region’s underemployed workers have lower pay rates in both median current pay and desired pay than other locations surveyed.

COMPARISON OF MEDIAN CURRENT / DESIRED WAGES (per hour)

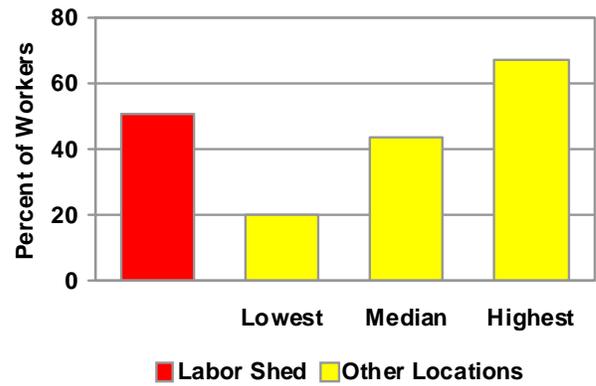


**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

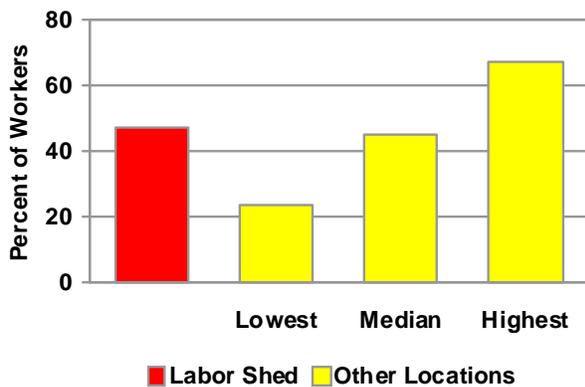
OFFICE



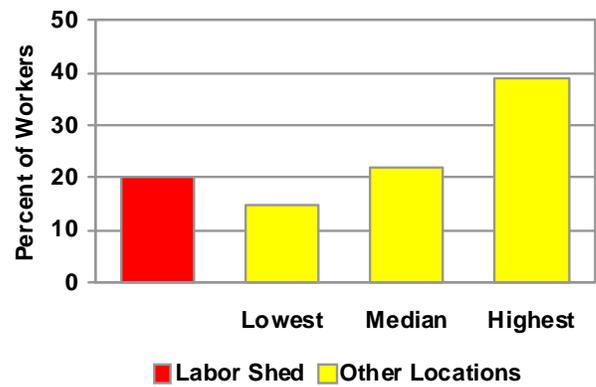
**WAREHOUSE / DISTRIBUTION /
TRANSPORTATION**



**MANUFACTURING / ASSEMBLY /
FABRICATION**

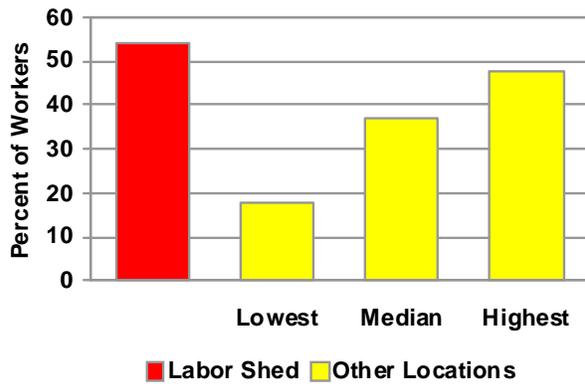


**MEDICAL /
HEALTH SCIENCES**

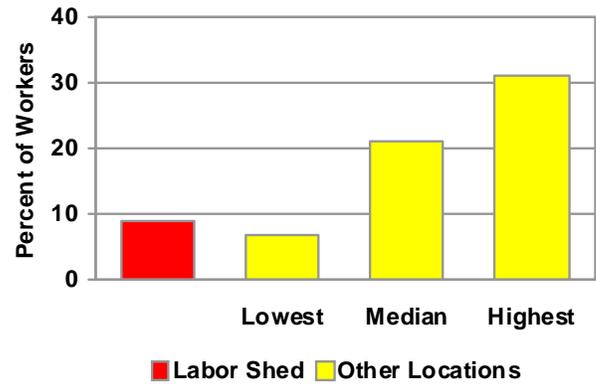


**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

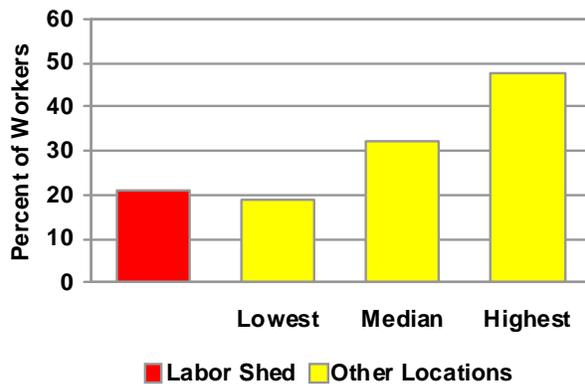
**MAINTENANCE /
INSTALLATION / REPAIR**



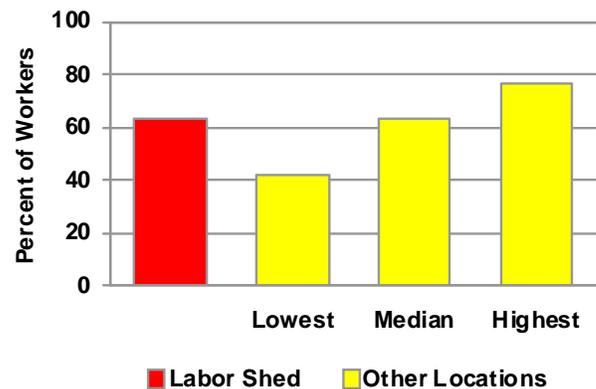
CALL CENTER



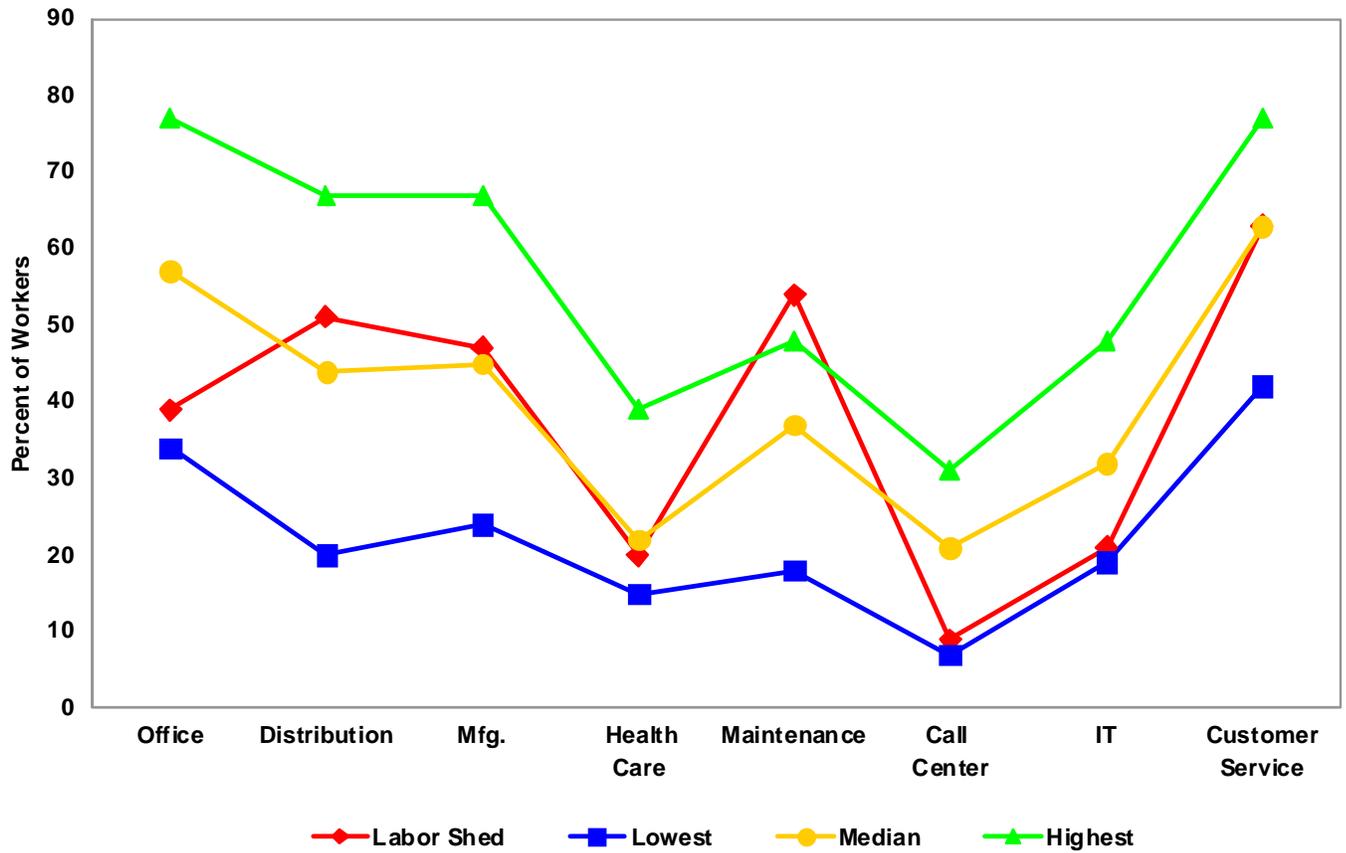
INFORMATION TECHNOLOGY



CUSTOMER SERVICE

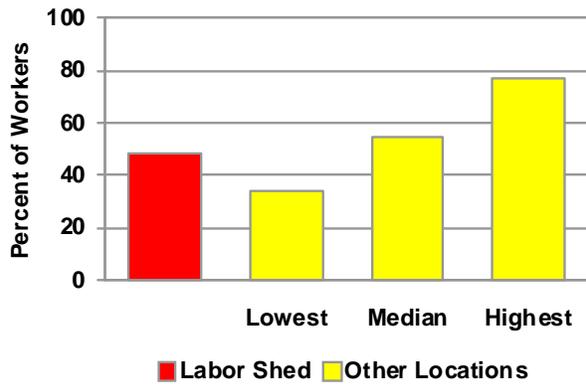


**SUMMARY COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

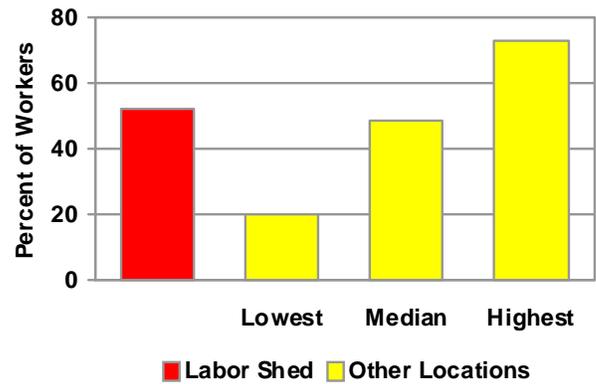


**COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

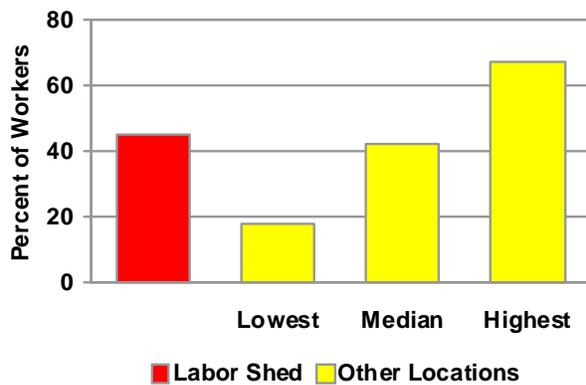
OFFICE



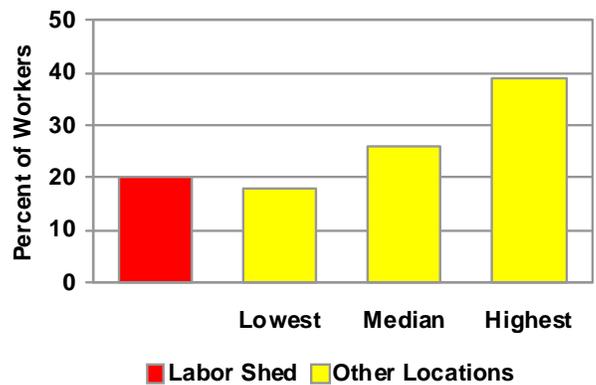
**WAREHOUSE /
MATERIALS HANDLING**



**MANUFACTURING / ASSEMBLY /
FABRICATION**

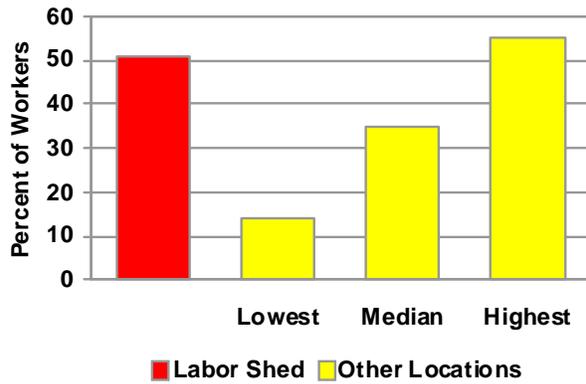


**MEDICAL /
HEALTH SCIENCES**

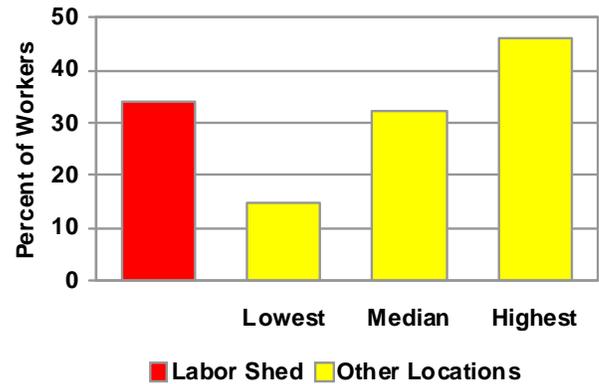


**COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

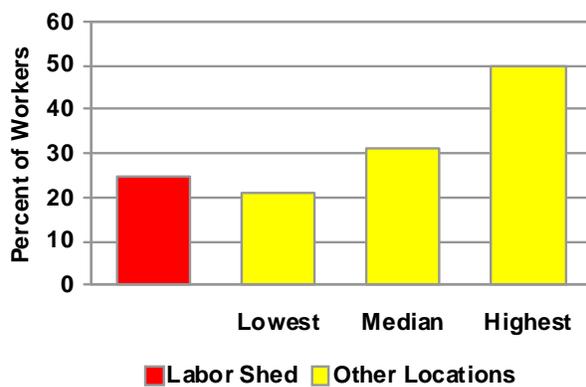
**MAINTENANCE /
INSTALLATION / REPAIR**



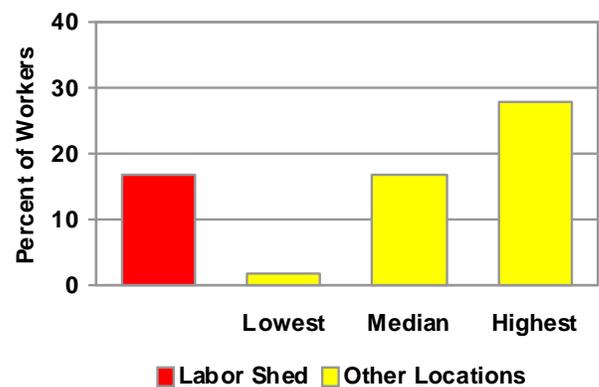
**TECHNICIAN / QUALITY
ASSURANCE**



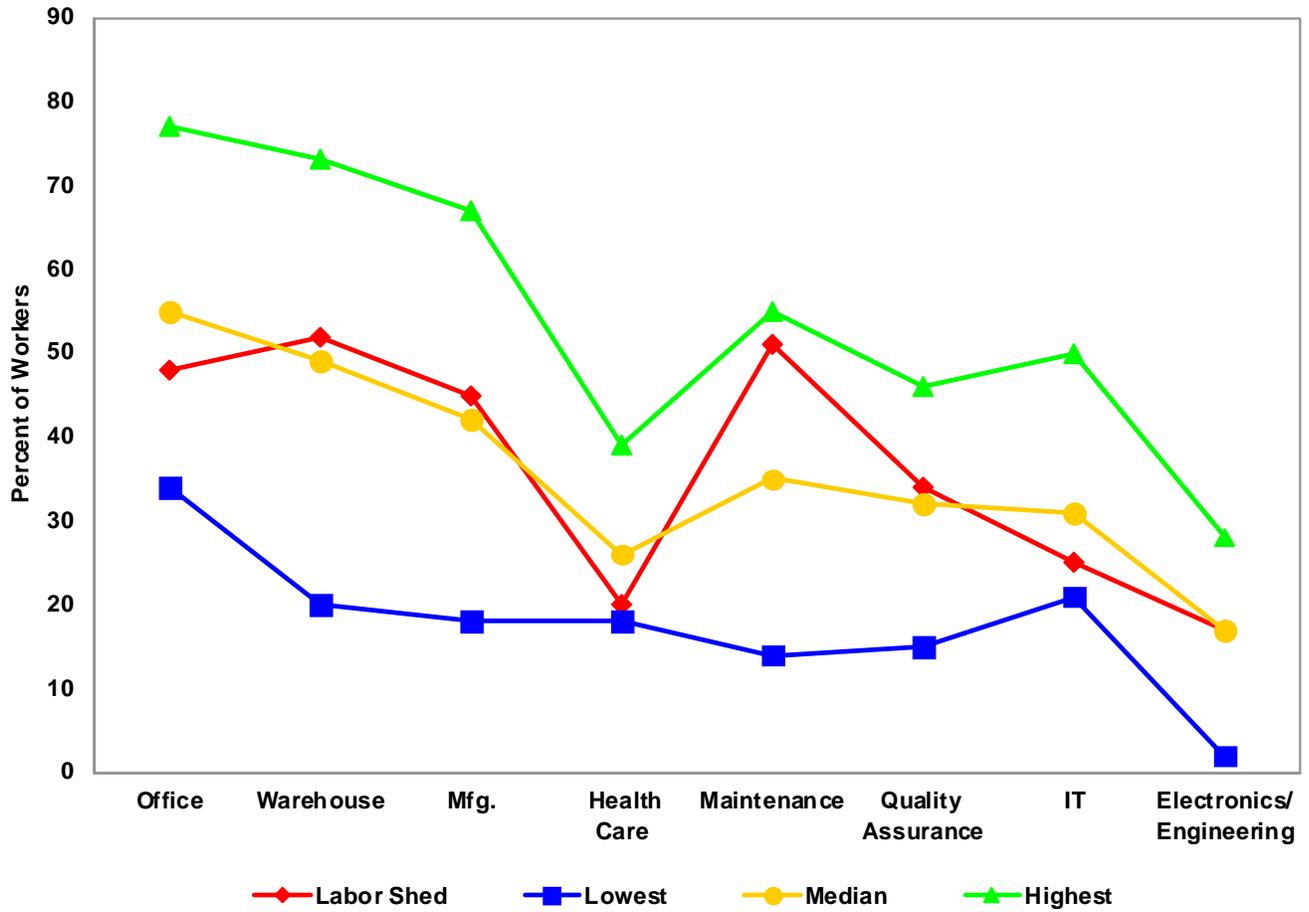
INFORMATION TECHNOLOGY



**ELECTRONICS /
ENGINEERING**



**SUMMARY COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The Fort Hood Economic Region /
Locations Surveyed Over the Past 18 Months**

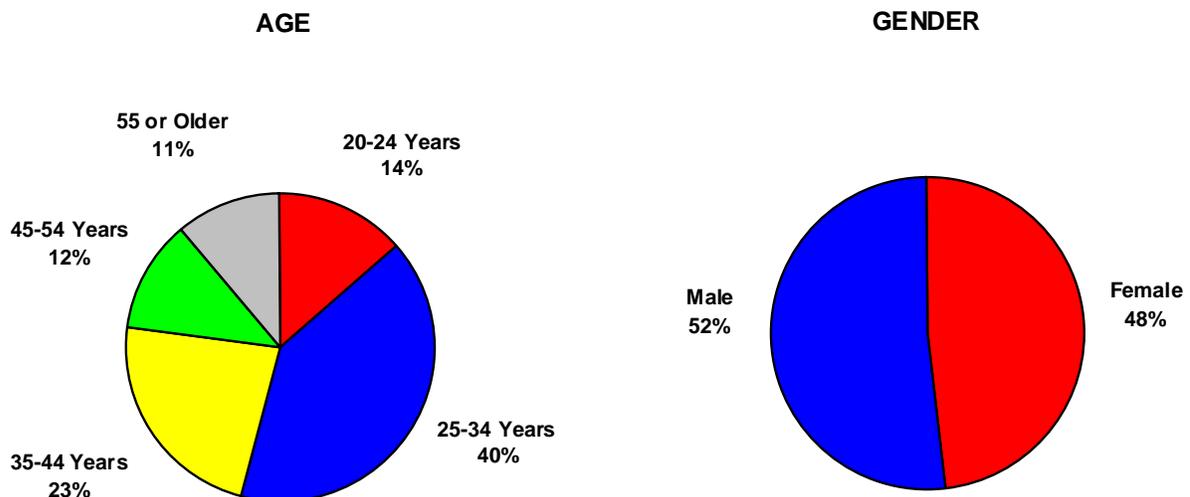


**CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

11,400 Workers

According to survey results, the following charts provide information on those unemployed workers in the labor shed who are actively seeking work. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian labor force as a whole.**

In the Fort Hood Economic Region labor shed, according to published sources, there are approximately 11,400 individuals who are actively seeking work. Survey results indicate the average age of these individuals is 37 years.



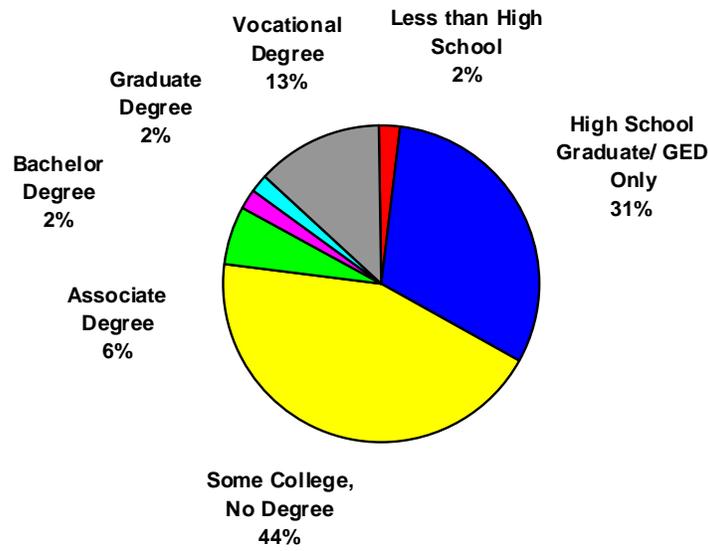
The median desired pay rate of the individuals who are unemployed, actively seeking work is \$12.30 per hour. These available workers have been out of the workforce for an average of 12 weeks and are willing to commute an average of 26 miles for a job.



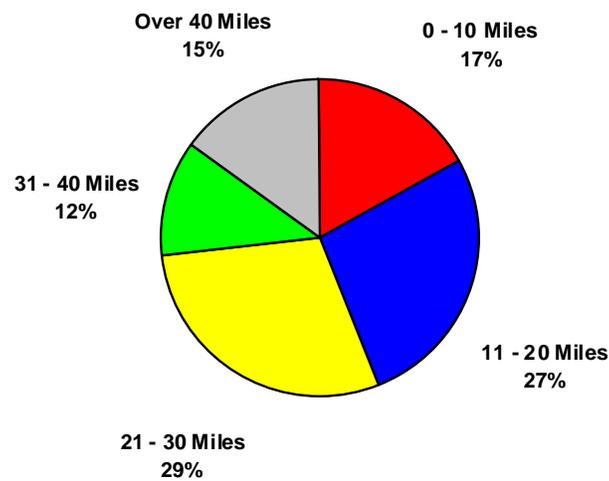
CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

11,400 Workers

EDUCATION



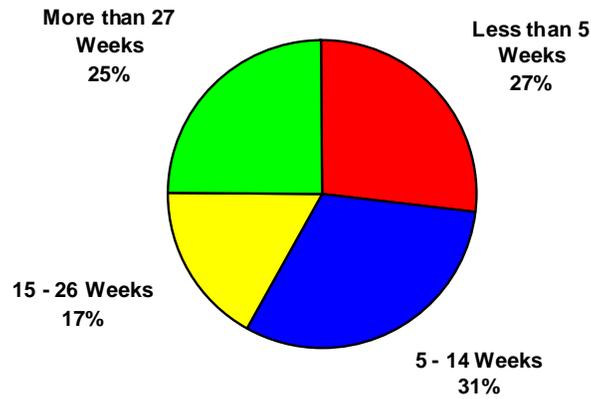
MILES WILLING TO COMMUTE – Average 26 Miles



**CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

11,400 Workers

**WEEKS OUT OF WORKFORCE
Average 12 Weeks**



REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
No Jobs / Discouraged	25%
Laid Off / Job Eliminated	23%
Personal Choice / Stay-At-Home	23%
Medical/Disability	10%
Company Closed / Relocated	8%
Student	4%
Retired or Close to Retirement	4%
Other	3%



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

11,400 Workers

Experience Category	Number of Individuals*	Percentage of Total	Average Years of Experience
Customer Service	6,400	56%	7
Warehouse/Distribution/Transportation	4,800	42%	6
Maintenance/Installation/Repair	4,600	40%	7
Sales	3,500	31%	5
Call Center	3,300	29%	3
Manufacturing/Assembly/Fabrication	3,100	27%	7
Office Operations	3,100	27%	5
Information Technology	2,400	21%	6
Medical/Health Sciences	1,900	17%	9
Telecommunications	1,900	17%	6

It should be noted that individuals polled normally have experience and/or skills in multiple categories.

Skills Category	Number of Individuals*	Percentage of Total
Warehouse/Materials Handling	5,200	46%
Maintenance/Installation/Repair	4,400	39%
Manufacturing/Assembly/Fabrication	2,500	29%
Office Operations	3,100	27%
Information Technology	2,400	21%
Telecommunications	2,400	21%
Medical/Health Sciences	1,700	15%
Technician/Quality Assurance	1,400	12%
Electronics/Engineering	700	6%

* Rounded



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

11,400 Workers

CATEGORY OF MOST EXPERIENCED

Experience Category	Percentage of Respondents
Warehouse/Distribution/Transportation	28%
Customer Service	28%
Maintenance/Installation/Repair	18%
Medical/Health Sciences	10%
Office Operations	8%
Manufacturing/Assembly/Fabrication	2%
Call Center	2%
Telecommunications	2%
Sales	2%

CATEGORY OF MOST SKILLED

Skills Category	Percentage Of Respondents
Warehouse/Materials Handling	28%
Maintenance/Installation/Repair	23%
Office Operations	22%
Medical/Health Sciences	16%
Telecommunications	5%
Manufacturing/Assembly/Fabrication	2%
Technician/Quality Assurance	2%
Information Technology	2%



EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

In developing a profile of existing workers in the Fort Hood Economic Region, The Pathfinders considered such factors as labor availability, productivity, attitudes, costs, and education. The analysis was based upon surveys completed by senior management and human resources professionals from companies located in the labor shed.

As determined from the employer surveys, the table below reflects the methods used to recruit workers in the Fort Hood Economic Region and the percent of employers utilizing each method. Employers may use multiple recruitment methods.

RECRUITMENT METHODS

Recruitment Methods	% of Employers
Walk-Ins	67%
Word of Mouth	63%
Newspaper Ads	57%
Staffing/Temp Agency	50%
Internet	50%
Referrals	43%
State Agency	23%
Job Fairs	23%
Networking	23%
Colleges	23%
Recruiters	23%
Job Board/Sign	17%



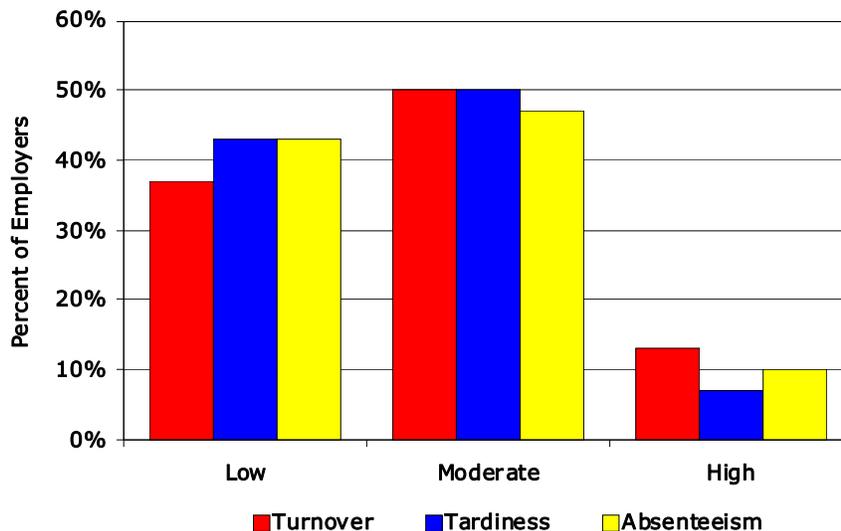
EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, turnover, and substance abuse appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job.

The employers surveyed in this study were asked to rate turnover, tardiness and absenteeism among their workers as "Low", "Moderate" or "High". Further, they were surveyed as to their substance abuse testing practices and asked to rate substance abuse among the area workforce.

The following charts illustrate the percent of employers' ratings for these and other factors, including educational facilities, worker productivity and reliability, teamwork and basic skills.

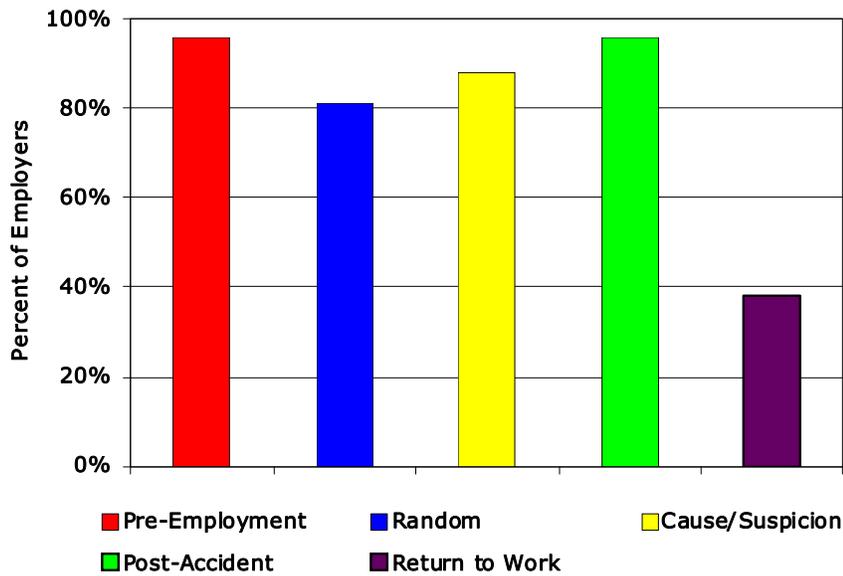
TURNOVER / TARDINESS / ABSENTEEISM



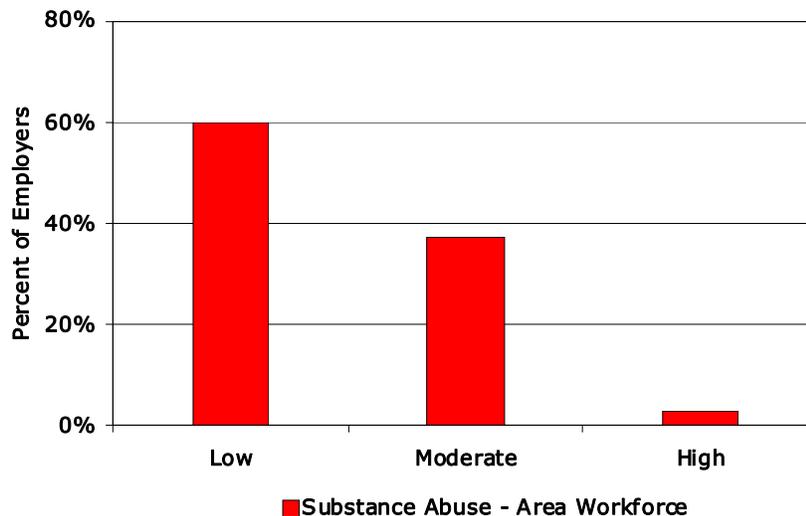
EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

In the Fort Hood Economic Region labor shed, 87% of the employers surveyed reported their companies tested for substance abuse, using one or more of the following practices:

SUBSTANCE ABUSE TESTING PRACTICES



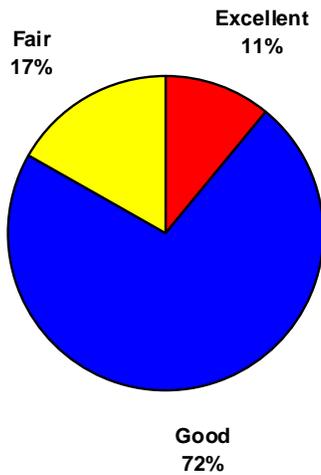
SUBSTANCE ABUSE RATING – AREA WORKFORCE



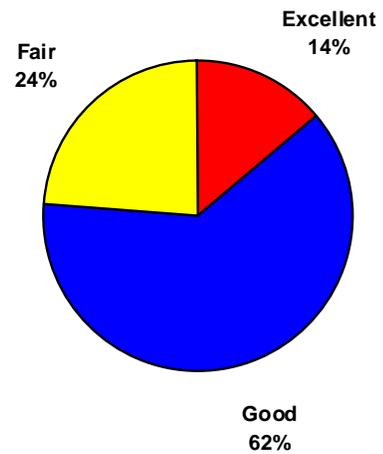
EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

Further, 67% of the employers surveyed completed criminal background checks on potential employees, and 47% checked for valid drivers' licenses.

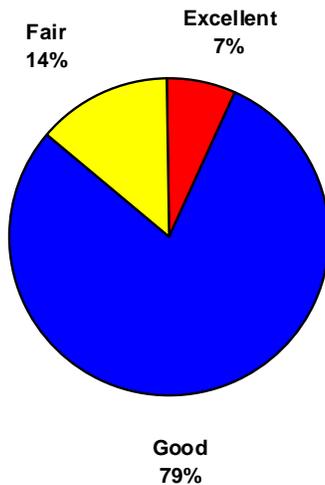
WORKER PRODUCTIVITY



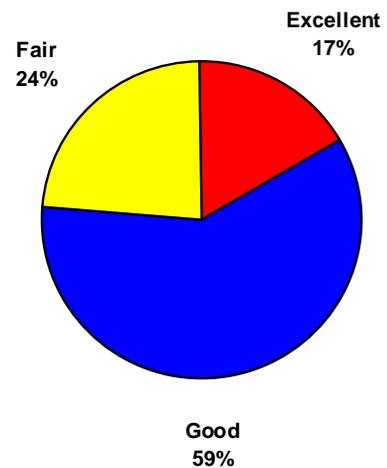
WORKER RELIABILITY



WORKER ATTITUDES



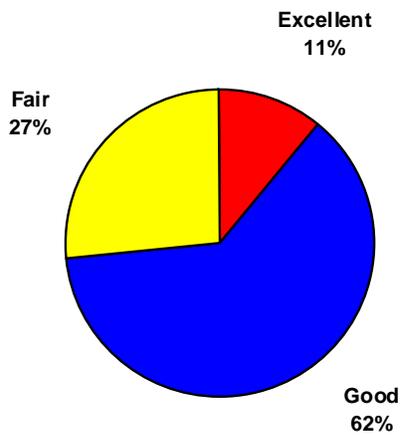
TEAMWORK SKILLS



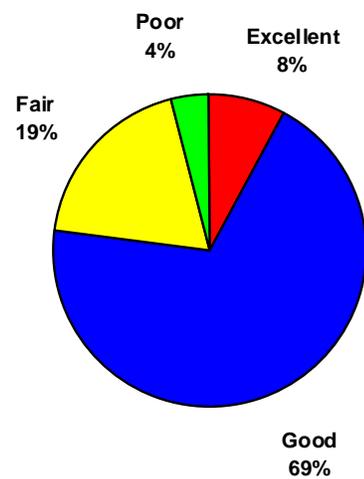
EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

The educational competencies of employees are additional factors used to evaluate an area's labor force. The employers' ratings for area educational institutions, basic skills and other factors are shown in the following charts.

LOCAL PUBLIC SCHOOLS



LOCAL COMMUNITY COLLEGES

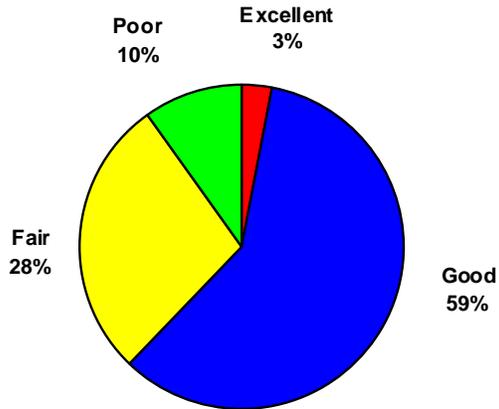


LOCAL TECHNICAL AND TRADE SCHOOLS

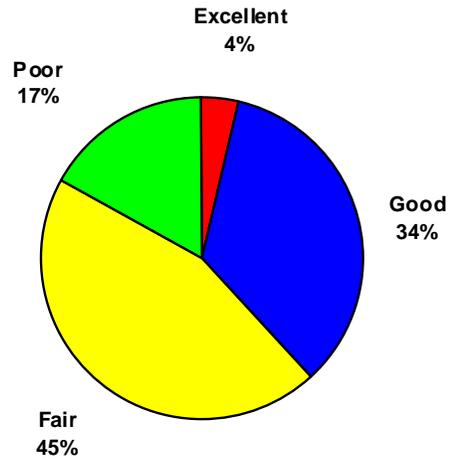


EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

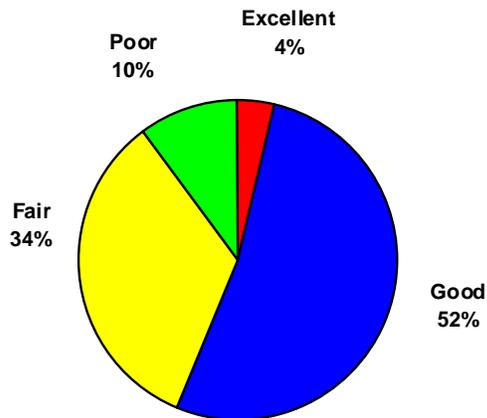
READING SKILLS



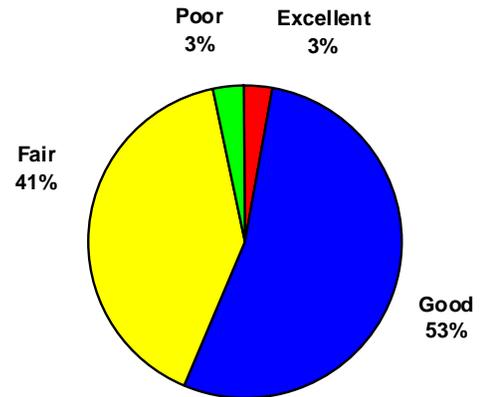
WRITING SKILLS



COMPUTER SKILLS

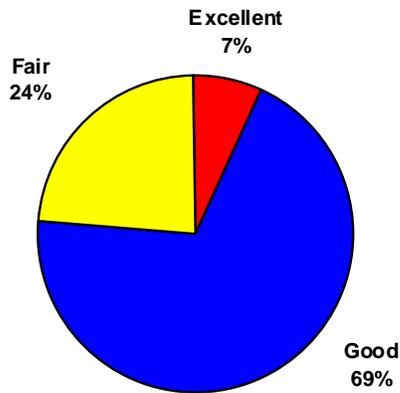


MATH SKILLS

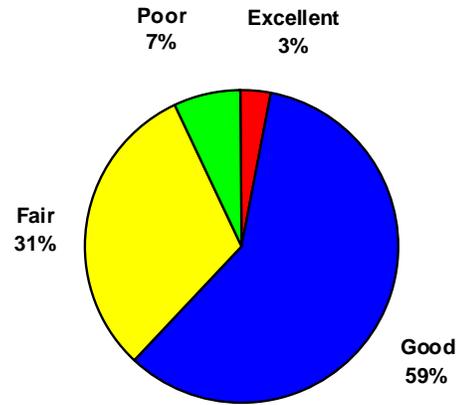


EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

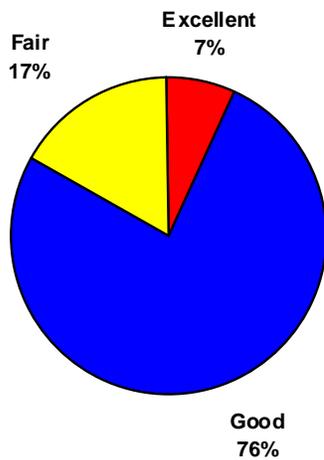
WORKER ENTRY LEVEL SKILLS



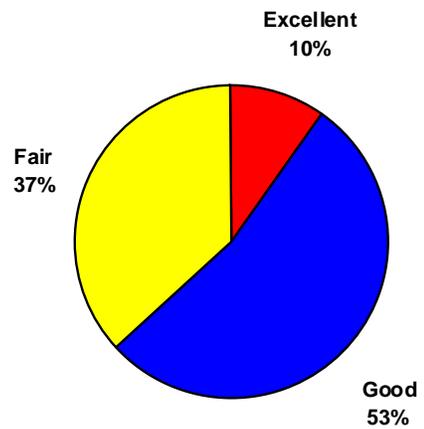
JOB READINESS SKILLS



WORKER TRAINABILITY



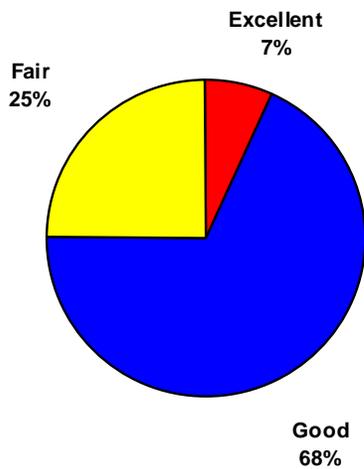
WORKFORCE OVERALL RATING



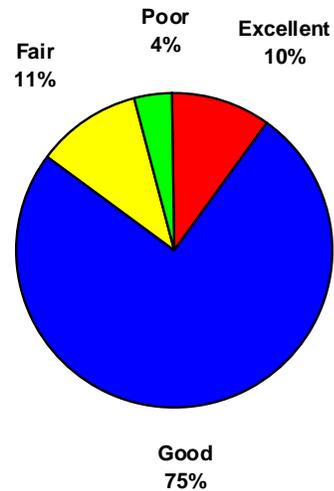
EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

Further, the employers who were surveyed gave the following ratings to the area's business climate in terms of such factors as support and communication and also rated the area's overall quality of life and transportation system. In addition, the employers offered their opinions on the availability of labor in the area.

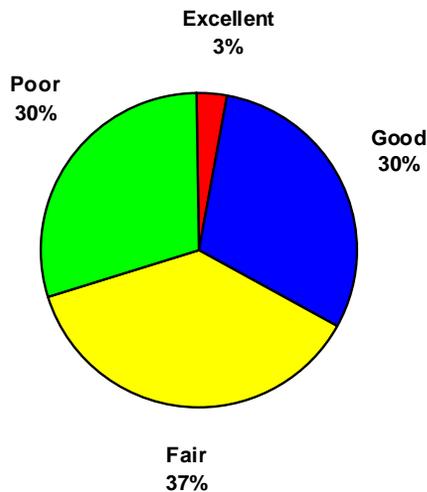
AREA BUSINESS CLIMATE



AREA QUALITY OF LIFE

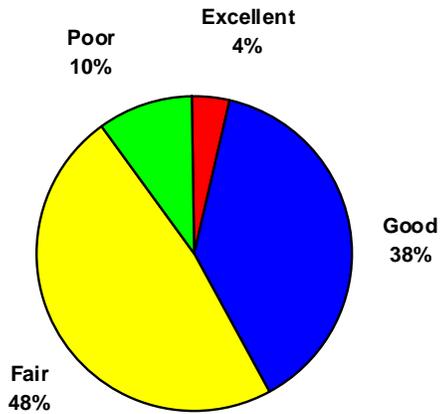


AREA TRANSPORTATION SYSTEM

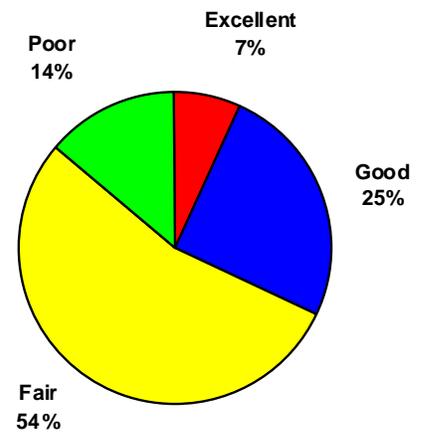


EMPLOYERS' VIEWS AND RATINGS OF THE FORT HOOD ECONOMIC REGION TOTAL WORKFORCE

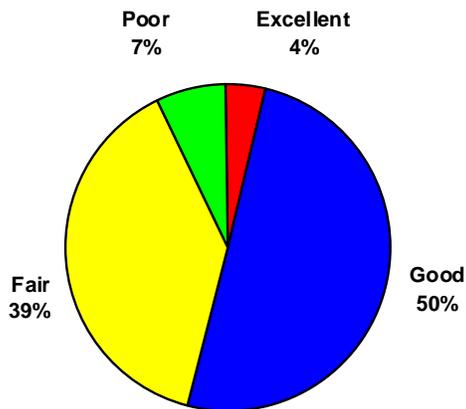
SKILLED WORKERS AVAILABILITY



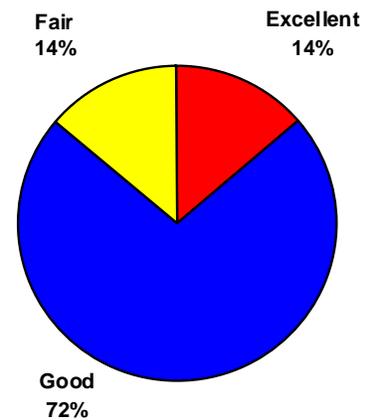
TECHNICAL WORKERS AVAILABILITY



PROFESSIONAL WORKERS AVAILABILITY



UNSKILLED WORKERS AVAILABILITY





THE PATHFINDERS

**P.O. Box 702317
Dallas, Texas 75370**

Telephone: 972-387-3750

E-Mail: info@thepathfindersus.com

Web site: www.thepathfindersus.com