

# Texas Workforce Investment Council Requirements

## Local Workforce Development Board 2019 Plan Modifications

The Texas Workforce Investment Council (TWIC) is charged under Texas Government Code §2308.101(5), 2308.302(a), and 2308.304(a)(b)(4), and the Workforce Innovation and Opportunity Act of 2014 (WIOA) (Public Law 113–128) with recommending the plans of local workforce development Boards to the governor for consideration for approval. TWIC reviews each Board plan to ensure that local goals and objectives are consistent with the statewide goals and objectives in the system plan, *The Texas Workforce System Strategic Plan FY 2016–FY 2023*, which can be found at [https://gov.texas.gov/uploads/files/organization/twic/Texas\\_Workforce\\_System\\_Strategic\\_Plan\\_\(FY2016-FY2023\).pdf](https://gov.texas.gov/uploads/files/organization/twic/Texas_Workforce_System_Strategic_Plan_(FY2016-FY2023).pdf)

Additionally, state law charges TWIC with reporting annually to the governor and to the Texas Legislature on the implementation of the system strategic plan and monitoring the operation of the state’s workforce system to assess the degree to which the system is effective in achieving state and local goals and objectives. Therefore, TWIC also reviews Board plans and plan modifications to determine each Board’s progress in implementing strategies that align with the strategic plan for the Texas workforce system. Following consideration for approval at a regularly scheduled quarterly meeting, the Council recommends the local Board plans to the governor for consideration for approval. Boards’ responses to the following planning elements are reviewed by TWIC for alignment and are the basis for recommending approval.

### Demonstrating Alignment with Texas’ Workforce System Strategic Plan

The four sections below list and describe the four system goals from *The Texas Workforce System Strategic Plan FY 2016–FY 2023* that identify critical, high-priority system issues for the state. **For each goal, briefly describe one significant Board strategy or initiative that fulfills the intent of the goal. Also, please include the corresponding page number(s) within your plan that further details the identified strategy or initiative.**

#### System Goal 1 and Rationale

#### Focus on Employers:

By accessing critical education and labor data sets, employers can better find and plan for skilled workers to meet their needs in both the immediate timeframe and the future. Through greater engagement with employers, education and training providers can better design career and technical education content and delivery options that are more aligned with industry needs. Providers can make adjustments in program content to benefit employers and students, as well as address both state and regional economic needs.

#### System Goal 1 - Local Board Response

**Board response and corresponding plan page number(s): pages: 13-14, 21**

In partnership with the Borderplex Economic Alliance, WSB has conducted three industry skills gap analyses to identify where there is a mismatch between the available labor force and available jobs – Business & Financial Services, Manufacturing & Life Sciences, and Information Technology. WSB and the Borderplex Alliance are trying to anticipate what the labor market will look like in the future in order to grow local talent to fill those jobs. Each skills gap analyses has allowed WSB and other key stakeholders to gain a more thorough understanding of the skills gaps in the regional workforce, and have helped guide WSB and its community partners in developing programs and initiatives for incumbent worker training, develop new curriculum or adjust existing curricula, and create career awareness initiatives.

WSB also hosts bi-monthly economic development partner meetings with the City of El Paso Economic Development Department, El Paso County Economic Development Department, Medical Center of the Americas Foundation, and Borderplex Economic Alliance. These meetings provide insight into short-term business attraction and expansion projects that might require response from the various partners and also provide a long-term perspective into the future workforce needs of industries looking to move to or expand in the area.

All of the information gathered through the analyses and partner meetings is validated by the WSB Business Services Team of Business Consultants that visit with local employers on a daily basis. Those personalized visits are meant to garner a direct comprehension of our existing industry needs, plans for future growth, and opportunity for innovative talent sourcing and development.

WSB also partners with El Paso Community College on various initiatives that lead to industry-recognized certifications such as through the Skills Development Fund initiative, Project Higher that assists individuals with disabilities obtain certifications and through ensuring that career pathway programs are on the Eligible Training Provider System. Another example of how WSB improves access to industry recognized postsecondary credentials is through its partnership with the local AEL consortium to provide industry recognized credentials in the hospitality, construction, and information technology industry. Joint meetings were held with employers from the industry to identify the needs and the curriculum that would be used leading to industry-recognized post-secondary credentials.

## **System Goal 2 and Rationale**

### **Engage in Partnerships:**

Through collaborative and transparent processes, workforce system partners focus on outcomes that improve the employability of all program participants—from across a wide spectrum of capabilities and experiences—to meet employer needs. The leveraging of partnerships to enhance system alignment and outcomes depends on trust, a culture of collaboration both within and external to the workforce system, deep working relationships, and technical capacity to communicate to share needs, data, and information. Partnerships can provide for common planning, intake, and reporting on outcomes, as well as ensuring a

“no wrong door” approach to the provision of workforce programs and services.

## **System Goal 2 - Local Board Response**

### **Board response and corresponding plan page number(s): pages: 5-6, 22**

The Board works with the entities carrying out the core programs to expand access to employment, training, education and supportive services for eligible individuals, particularly eligible individuals with barriers. The Board meets at least monthly with its Career Center Operator that provides WIOA, Choices, NCP, SNAP E&T and TAA services, its Business Services contractor that provides services to employers as well as ES and RESEA services to job seekers and those receiving unemployment benefits, and its Child Care Services contractor who provides subsidized child care for parents who are working, attending school or attending training to identify how services can be further aligned and expanded. Board, contractor and partner meetings with TVC, MET, AEL, and El Paso Community College are also ongoing to discuss co-enrollment of customers, streamlining of services, employer needs, and how funding and services may be braided to expand access to services. WSB also partners with El Paso Community College on various initiatives that lead to industry-recognized certifications such as through the Skills Development Fund initiative, Project Higher that assists individuals with disabilities obtain certifications and through ensuring that career pathway programs are on the Eligible Training Provider System. Another example of how WSB improves access to industry recognized postsecondary credentials is through its partnership with the local AEL consortium to provide industry recognized credentials in the hospitality, construction, and information technology industry. Joint meetings were held with employers from the industry to identify the needs and the curriculum that would be used leading to industry-recognized post-secondary credentials.

WSB has several strong partnerships with regional entities and local government organizations, many through contractual agreements, aimed at leveraging resources and improving workforce skills among the region. Some of those partners include the Borderplex Economic Alliance, City of El Paso, El Paso County, Rio Grande Council of Governments, El Paso Hispanic Chamber of Commerce, and Council for Regional Economic Expansion and Entrepreneurship Development. WSB relies on a “Street Team” made of up staff that is mobile and agile and able to provide employment services, program enrollment, and partner linkages on-site at locations requested by partners, education institutions and employers. WSB has also established agreements with the local university, community college and medical school to obtain dedicated space on campus for which to directly provide these services to students.

In addition to its Workforce Center and its Business Services contractors’ roles with economic growth, the Workforce Solutions Borderplex Child Care Services contractor has a vital role in supporting economic growth and economic self-sufficiency through the workforce system. Stable child care is a necessity for families throughout the workforce region so parents can work or attend education or training programs to obtain skills in demand by employers so that employment can be obtained.

## **System Goal 3 and Rationale**

### **Align System Elements:**

By improving transitions, aligning programs, and ensuring portability and transferability, Texas improves access and the ability of all participants to complete programs of study, earn credentials, transition to further education, and gain critical employability skills. Texas employers are better positioned to find and hire the employees they need through an enhanced education and training pipeline.

## **System Goal 3 - Local Board Response**

### **Board response and corresponding plan page number(s): Pages: 17-18**

WSB has conducted extensive skills gap analyses in various target industries that have identified gaps in skills and has also identified opportunities for success through targeted populations, curriculum, and resources. Aside from the Target Occupations List, WSB has developed the In-Demand Occupation List and utilizes both to influence curriculum provision among the various education and training providers.

WSB is an active member of the education provider organization planning committees, including the AEL and Career & Technical Education Committees among the regions independent school districts.

Through these task forces, focus groups, industry round table discussions, and one-on-one interviews, WSB and its partners are continuously identifying employer skills and hiring needs within the target industries

WSB has instituted quarterly Training Provider Forums to meet with each local education institution. The one-on-one meetings have proven to be highly successful in identifying capacity, process and logistics matters, and the development of innovative training models. In 2019, WSB will institute a local scorecard to measure the effectiveness of its Eligible Training Providers, based on criteria it has determined to be most relevant to the area.

WSB continues to identify alternative funding sources to target industries and/or populations to address the skills and talent gaps in the region. WSB heavily promotes the Skills Development Fund which provides access to employers to develop a customized incumbent worker training program.

WSB also utilizes various funding mechanism and resources to target specific industry needs. Below is a list of the grants/special initiatives WSB has undertaken to address needs most relevant to the WSB region:

- YouthBuild (funding from Department of Labor) – targets disconnected youth into in-demand construction occupations with training and OJT;
- Reboot (funding from Wagner Peyser) – targets disconnected youth into in-demand information technology occupations with training and OJT;

- Cyber-Security (funding from Wells Fargo and TWC) – targets military transitioning soldiers into high-demand cyber-security technology occupations with five industry credentials and job placement.

## **System Goal 4 and Rationale**

### **Improve and Integrate Programs:**

Accelerate employment and improve efficiencies through shared resources that can be leveraged to create new, relevant, and innovative opportunities that serve the needs of all stakeholders. By addressing high-priority programmatic needs through an integrated strategy, decision-making at the system, partner, and participant levels is improved and system service delivery is enhanced. The changing economic and educational landscapes provide opportunities to share relevant data through appropriate “push” mechanisms in an organized manner to key stakeholders who rely on information generated by system partners.

## **System Goal 4 - Local Board Response**

### **Board response and corresponding plan page number(s): pg. 5-6, 33**

All WSB service contractors have contracts with explicit performance measures that require them to collaborate and coordinate with one another. The success of one leads to the success of the other, all for the benefit of the regional employers and job seekers, existing or potential.

Aside from the contracted performance standards, WSB staff facilitates actions between partners to carry out core programs and align resources through. This is led by the Board through Industry Project Managers that have a focus on the region’s target industries and approach all activities as a project and/or initiative that includes budget, vendor, task, milestones, and measurement tracking. The Industry Project Managers convene the necessary staff from all partners, contracted or otherwise, and manage forward progress. An informal/ad-hoc “team” is formed for each project/initiative and will braid resources, external partners, co-enrollment among core programs, training and job placement.

WSB has several strong partnerships with regional entities and local government organizations, many through contractual agreements, aimed at leveraging resources and improving workforce skills among the region. Some of those partners include the Borderplex Economic Alliance, City of El Paso, El Paso County, Rio Grande Council of Governments, El Paso Hispanic Chamber of Commerce, and Council for Regional Economic Expansion and Entrepreneurship Development. WSB relies on a “Street Team” made of up staff that is mobile and agile and able to provide employment services, program enrollment, and partner linkages on-site at locations requested by partners, education institutions and employers. WSB has also established agreements with the local university, community college and medical school to obtain dedicated space on campus for which to directly provide these services to students.

As an active member of the Region 19 Education Service Center Career and Technical Education Advisory Committee, WSB provides labor market data to the various school districts to encourage alignment between secondary education curriculum and post-secondary career pathways. WSB facilitates connections by and between the ISDs, training providers, El Paso Community College, University of Texas at El Paso, and employers to create complimentary linkages between high-school and post-secondary. Some examples of these linkages is the development of a manufacturing skills program that begins in the high school CTE program, continues with additional classes at El Paso Community College that lead towards an Associates Degree in Mechanical Engineering, and ultimately is transferrable towards a Bachelor’s Degree in Engineering at the University of Texas at El Paso. WSB has also developed a public presentation (aka “WSB Roadshow”) where staff presents workforce data to educators such as the regional strategic plan, the target industries and occupations list, and program funds available to disadvantaged populations for education and training.

