

WIOA LWDB Two-Year Plan Modification Form

Overview

The Workforce Innovation and Opportunity Act (WIOA) Final Rule at 20 CFR §679.580 requires that, at the end of the first two years of the four-year local plan, the Board and appropriate chief elected officials (CEOs) must review the plan and prepare and submit modifications related to changes in labor market and economic conditions and other factors affecting the plan's implementation. Factors that could affect implementation may include changes to the financing available to support WIOA Title I services and partner-provided WIOA services, or a need to revise strategies to meet local performance goals.

Instructions

Boards will respond to each of the following prompts and make corresponding changes to their plans. Boards must use Track Changes when modifying the plan for easy identification by the Texas Workforce Commission during review. If no modification is required, Boards must explain briefly but in detail how the Board and CEO made that determination. For each response, **include all the plan's corresponding page numbers.**

1a. Describe any changes in labor market and economic conditions in the Board's local workforce development area, including changes to the employment needs of employers and changes to existing and emerging in-demand industry sectors and occupations.

Board Response: Pages: 14-16

In 2017 in El Paso County, Texas 21.5% had less than a high school education, 24.1% had a high school diploma or equivalent, 31.5% had some college or an Associate degree, and 22.9% had a bachelor's degree or professional degree. (Source: Census/2017 American Community Survey)

In October 2018, the unemployment rate for the city of El Paso in October 2018 was at 3.8% which signified a 0.3% decrease from the previous month. In addition, the unemployment rate for the city of El Paso decreased by 0.1% since last year. The unemployment rate for the city of El Paso was higher than the unemployment rate for the state of Texas (3.5%); and higher than the National unemployment rate (3.5%).

The unemployment rate for El Paso County in October 2018 was 3.9%, which was higher than the unemployment rate for the state of Texas (3.5%), and higher than United States (3.5%).

Labor Force for the Borderplex area (Brewster, Culberson, Jeff Davis, Hudspeth, Presidio and El Paso county) in October 2018 was 370,855, which indicates an increase of 1,496 from the previous month. Over the year, Labor Force increased by 7,975.

The number of employed in the Borderplex area for the month of October 2018 was 356,390, which reflects an increase of 2,615 from the previous month. Over the year, the number of employed increased by 8,247.

The number of unemployed in the Borderplex area for the month of October 2018 was 14,465, which indicates a decrease of 1,119 from the previous month. Over the year, the number of unemployed decreased by 272.

Total nonfarm employment for the El Paso MSA in October 2018 was 321,700. This reflected an increase of 0.6% since the previous month. The total nonfarm employment for the El Paso MSA increased by 2.3% from a year ago (October 2017).

The three Super Sectors with the least employment for the El Paso MSA in October 2018 were (1) Financial Activities; (2) Other Services and (3) Information. These three Super Sectors represented 8% of the total nonfarm employment

The data was gathered from the Texas Labor Market Review, Texas Workforce Commission, November 2018, Labor Market & Career Information, Texas Workforce Commission, November 2018. WSB presents this information in its WSB LMCI reports, that are available through the

WSB Workforce Trends and Data section on its website at:

<http://www.borderplexjobs.com/regional-statistics/workforce-trends-and-data>

The Local Workforce Development Board Planning Guidelines Program Years 2017–2020 was updated.

Ib. Describe any changes made to the Board's Target Occupations and In-Demand Industries lists since the four-year local plan was approved in July 2017 and include the updated template (WD Letter 19-18, Attachment 3, WIOA Target Occupations and In-Demand Industries Template). If no changes were made, submit the current list with the current date. Describe the review process that the Board used to determine whether the Target Occupations and In-Demand Industries lists required modification. Cite the sources.

Board Response: Pages: 7-13

On November 15, 2018 the Target Occupation List (TOL) 2019 was approved by our Board of Directors. The sources utilized to create the list was TRACER and Target Industry Analysis report done by Angelou Economics Group. "Target Occupations" are defined as having 10% or more Employment Growth within 10 years, 20 or more openings per year, and \$12.22 or more Entry Hourly Wage.

The Local Workforce Development Board Planning Guidelines Program Years 2017–2020 was updated.

2. Describe any changes in the financing that is available to support WIOA Title I services and partner-provided WIOA services that have affected implementation of the local plan. For partner-provided services, Boards should consider the roles and resource contributions of the Workforce Solutions Offices, changes in partner infrastructure contributions, and whether any financing changes require the Board to revise a strategy that was described in the original plan. If, for example, reductions in federal funding or changes in the Board's funding strategies require the Board to consider closing one or more Workforce Solutions Offices, or a shift in how services are delivered changes the amount available for operating costs, Boards should include this as part of the two-year modification.

Board Response:

The changes in financing that were available to support WIOA services and partner-provided WIOA services that helped support regional economic growth were:

- *PY17 Total Funding - \$5,185,346*
- *PY18 Total Funding - \$5,192,308 (increase of \$6,6962 from prior program year)*
- *PY19 Total Funding - \$5,933,350 (increase of \$741,042 from prior program year)*

3. Describe any changes made to the strategies used to meet local performance goals.

Board Response: Pages:41-43

In its contract with its two main service providers, WSB has instituted a point structure that correlates the TWC WIOA Performance Metrics to a maximum profit amount. Both contractors have the same level of performance expectations. This structure is aimed at compelling collaboration, coordination, and communication between the contractors that are each experts in their fields. The Center Operator has an excellent business model focused on the needs and preparation of the job seeker; the Business Services Contractor has an excellent model for fostering employer relationships and garnering industry insight. In order for them to get the maximum level of profit, they must support one another in achieving the performance metrics.

In addition to the TWC WIOA Performance Metrics, WSB has implemented quarterly local metrics for the center operator and business services contractor. The quarterly metrics are meant to address local industry needs such as on-the-job training and wage enhancement. For example; one measure is to generate at least 50 opportunities for on-the-job training job placements. The Center Operator identifies and prepares 50 job seekers; Business Services Contractor must foster 50 employer vacancies. For this outcome to be successful, they must work together in identifying employer needs, finding best suited matches, and placing those persons in the job.

4. Describe any other factors affecting the implementation of the plan.

Board Response:

WSB recognizes that the plan must be somewhat agile. While the Board has put forth strategies and tactics for how it will roll-out the plan, the dynamics of society and the economy are the main drivers of the system. It is WSBs intent to always be responsive to the needs of its clients first, the employers and the job seekers, which request their workforce system to be as fast and agile as any other system they utilize, be it commercial or government. WSB commits to maintaining focus on the plan but also accommodate and adapt to the needs of the industry. Today WSB is faced with different opportunities of companies looking at the region for location and start-up, which was not present two years ago. WSB is reacting to those needs and utilizing its existing workforce assets as leverage and a bench for which to grow.