

WITH A LITTLE HELP FROM OUR FRIENDS





CREATING FUTURES BY BRINGING PEOPLE & JOBS TOGETHER



OUR MISSION

To provide quality education, training, and labor market services that give employers and job seekers of the region competitive advantage in the global economy.

WHAT WE DO

Workforce Solutions of Central Texas promotes the delivery of programs and services to meet the needs of business, industry, and workers. These services are designed to place Central Texans in jobs. We work with employers, employees, job seekers, community leaders, & the general public to achieve our goals.



SERVICES

Workforce Solutions of Central Texas equips workers with the skills needed to foster economic development. We make each person's vision of the future clearer by offering a wide range of services.

- Childcare Assistance for Eligible Job Seekers
- New Business Start Up Assistance & Business Counseling
- Special Services for Transitioning Military, Veterans & Military Spouses
- Job Search & Resume Assistance
- Registration on workintexas.com
- Labor Market Information
- Vocational Training Assistance, Guidance & One-on-One Support
- Workshops & Job Preparation Classes
- A Standard Service Menu & Customized Services for Businesses

ANNUAL BUDGET



\$21,201,703

INCLUDES **37** PROGRAM/BUDGET SOURCES



With an over \$21 million budget, we provided customized services for targeted business customers and specialized services for priority job seekers. Our additional resources prepared workers with vocational training assistance and connections to local jobs.

FEE FOR SERVICE:

\$16,264

ADDITIONAL GRANTS:

\$431,329

ADDITIONAL PROGRAM FUNDS EARNED:

\$2,372,539

DONATIONS RECEIVED:

\$18,681



NUMBER OF CUSTOMERS SERVED



2,191	Employers
12,436	Job Seekers
5,744	Unemployment Insurance Claimants
2,963	Veterans
340	Job Seekers Sponsored in Training
1,607	Transitioning from Public Assistance
294	Ex-Offenders
160	In-school Youth
143	Out-of-school Youth
2,815	Children Sponsored in Child Care

EMPLOYED 2 QUARTERS AFTER EXIT

92.11%	Adults Enrolled in Training
87.10%	Dislocated Workers Enrolled in Training
74.47%	Youth
65.47%	Job Seekers Receiving Employment Services

EMPLOYED 4 QUARTERS AFTER EXIT

93.75%	Adults Enrolled in Training
89.33%	Dislocated Workers Enrolled in Training
67.62%	Youth
67.06%	Job Seekers Receiving Employment Services

MEDIAN EARNINGS 2 QUARTERS AFTER EXIT

\$9,966	All Enrolled in Training
\$13,172	Adults Enrolled in Training
\$15,621	Dislocated Workers Enrolled in Training
\$5,494	Employment Services
\$7,154	Veterans
\$5,779	Unemployment Insurance Claimants
\$4,691	Job Seekers Receiving Beyond Basic Assistance
\$2757	Youth

ATTAINED CREDENTIAL

83.87%	Adults Enrolled in Training
76.19%	Dislocated Workers Enrolled in Training
80.00%	Youth
51.11%	Veterans

UNEMPLOYMENT INSURANCE CLAIMANT OUTCOMES

60.59%	Claimants Reemployed Within 10 Weeks
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HIRING RED, WHITE, AND YOU VETERAN'S JOB FAIR

Hiring Red, White and You Veteran's Job Fair is a statewide employment effort focused on helping veterans find jobs. Every year, the Texas Workforce Commission, in partnership with 28 local Workforce Areas and the Texas Veterans Commission, sponsor a statewide veterans and military spouses job fair in November. The job fairs are designed to connect veterans and spouses to employers who are hiring.

STATISTICS FOR THE CENTRAL TEXAS 2019 EVENT:

61	Employers
157	Job Seekers
46	Active Duty Soldiers
54	Veterans
26	Military Family Members
27	Central Texas College Students
24	"Other"



TARGETED OCCUPATIONS
FOR CENTRAL TEXAS

TARGET OCCUPATION JOB TITLE	PROJECTED AVG. EMPLOYMENT 2026	SALARY RANGE (PER HOUR)		REQUIRED EDUCATION
		LOW	HIGH	
Automotive Service Technicians and Mechanics	1,187	\$11	\$29	Postsecondary nondegree award
Career/Technical Ed. Teachers, Secondary School	207	\$20	\$30	Bachelor's, Postsecondary nondegree award
Computer Network Support Specialists	250	\$20	\$34	Associate's Degree
Computer Systems Analysts	496	\$25	\$55	Bachelor's, Postsecondary nondegree award
Computer User Support Specialists	806	\$14	\$49	Some College, No Degree
Diagnostic Medical Sonographers	136	\$22	\$44	Associate's Degree
Dental Hygienists	298	\$17	\$46	Associate's Degree
Elementary School Teachers, Except Special Ed.	3,325	\$19	\$29	Bachelor's Degree
Emergency Medical Technicians & Paramedics	587	\$10	\$24	Postsecondary nondegree award
Firefighters	794	\$15	\$29	Postsecondary nondegree award
Health Technologists and Technicians	303	\$13	\$29	Postsecondary nondegree award
Surgical Technologists	224	\$16	\$31	Postsecondary nondegree award
Heavy and Tractor-Trailer Truck Drivers	2,262	\$13	\$34	Postsecondary nondegree award
Licensed Practical & Licensed Vocational Nurses	1,743	\$18	\$25	Postsecondary nondegree award
Police and Sheriff's Patrol Officers	1,793	\$18	\$37	Postsecondary nondegree award
Medical Records & Health Information Technicians	718	\$12	\$30	Postsecondary nondegree award
Medical Assistants	1,096	\$11	\$19	Postsecondary nondegree award
Pharmacy Technicians	581	\$13	\$23	Postsecondary nondegree award
Machinists	248	\$12	\$24	Postsecondary nondegree award
Radiologic Technologists	345	\$20	\$37	Associate's Degree
Registered Nurses	5,254	\$19	\$42	Bachelor's, Postsecondary nondegree award
Respiratory Therapists	291	\$21	\$37	Associate's Degree
Secondary School Teachers	1,840	\$19	\$29	Bachelor's, Postsecondary nondegree award
Web Developers	88	\$12	\$40	Associate's Degree
Welders, Cutters, Solderers, and Brazers	414	\$12	\$25	Postsecondary nondegree award

GRANTS

We strive to develop a strong, thriving workforce and to empower our community, especially those most at risk of falling behind as the job market continues to change. To do this, it requires funding to expand program offerings in Central Texas. In 2019, we were awarded competitive grants that totaled over \$2,200,000. Funds from these grants are used to support programs that will benefit both employers, job seekers and students alike.

APPRENTICESHIP GRANT:

\$186,781.00

SOAR GRANT:

\$790,010.00

UPLIFT GRANT:

\$30,000.00



SERVICES ASSOCIATED WITH FORT HOOD & WORKFORCE APPRENTICE PROGRAMS



WORKFORCE SOLUTIONS OF CENTRAL TEXAS WORKS WITH THE U.S. DEPARTMENT OF LABOR & THE TEXAS WORKFORCE COMMISSION TO PROMOTE REGISTERED APPRENTICESHIP OPPORTUNITIES THAT BENEFIT LOCAL EMPLOYERS & JOB SEEKERS. OUR EFFORTS ATTEMPT TO BALANCE EMPLOYER DEMAND WITH JOB SEEKER INTERESTS AND ABILITIES.

Specific to underserved populations, a substantial amount of our work is linked to veterans and transitioning military. The Department of Labor has identified this group as having the highest priority of service. Additionally, WSCT works closely with disabled veterans to help identify employment and training opportunities that align with their employment needs. As one example among many, WSCT identified a disabled veteran facing substantial barriers to employment. Because of our close relationship with Adaptive Training Solutions, we were able to connect the veteran to their Apprenticeship Program. Since we are co-located with TWC's Vocational Rehabilitation (VR) program, we were also able to refer him to VR for additional support.

In addition to our work with veterans, transitioning military, & disabled veterans, we also work closely with military spouses. Generally, spouses seek training and employment in demand and target occupations. They are also interested in training to support the transfer of licenses from other states. Spouses are particularly interested in employment that can transfer to other locations if the military relocates their husband or wife. In this regard, Apprenticeships such as the International Brotherhood of Carpenters and Millwrights are particularly appealing.

WSCT's efforts to work with other underrepresented groups are tied to local pre-apprenticeship programs. It is believed that Foster youth and AEL customers are best outreached through our local ISDs & Colleges. Although these programs are in early stages of development, based on our experience with Adaptive Training Solutions, we believe Apprenticeships are the best method to assist these populations.

Leading by example, WSCT also promoted Apprenticeships by developing an application to become a Department of Labor Registered Workforce Professional Apprenticeship. Workforce leadership recognized early in our efforts to learn about Apprenticeships, that WSCT could not ask employers to do what we would not do ourselves. Having reviewed the work involved and the benefits associated with registered apprenticeships, leadership realized the positive impact of having a total benefits package that included WSCT supported training and that led along a career path to designated wage increases and promotions. Overall, Leadership believed the model would improve our ability to attract, train, and retain the most qualified Workforce Professionals in the industry, and that employers following our lead would have a similar positive impact on their employer brand.



SOAR PROGRAM (STUDENT OCCUPATIONAL AWARENESS AND RECOGNITION)

The Texas Workforce Commission (TWC) awarded \$5,165,488 in funding to seven workforce boards for a new Workforce Career and Education Outreach Specialist Pilot Program.

The program provides career services to students at public schools, grades six through twelve. The services direct students towards high-growth, high-demand occupations. Students receive in-depth education and direction on career choices as well as access to up-to-date labor market and career data.

Workforce Solutions of Central Texas was awarded \$790,010 for the launch of the SOAR Program in school districts across Central Texas.

This program will support the achievement of Texas' goals outlined in the November 2016 Tri-Agency Report. The funding establishes at least four full-time Workforce Specialists to work with designated independent school districts to deliver career guidance & workforce information to students, including underrepresented populations, such as youth in foster care. The school districts currently hosting the SOAR Outreach Specialists are Belton, Gatesville, Killeen, Lampasas, Mullin, Salado, Temple and Troy.

Since September of 2019, the SOAR Outreach Team has engaged more than 9,906 students through career workshops, activities and one-on-one visits.



UPLIFT! PROGRAM

Since 2011, the Texas Workforce Commission made youth in, or formerly in, foster care a priority population over all other equally qualified individuals, except eligible veterans. This program is intended to provide resources and coordinate services between Boards, Transition Centers, and other partners who are helping youth in, or formerly in, foster care achieve and sustain economic prosperity.

Workforce Solutions of Central Texas was awarded \$30,000 for performance related to serving foster care youth. The funds are being used to create a program that assists youth aging out of foster care. The Uplift! program is part of the Wingspan initiative.

Uplift! identifies and creates partnerships with organizations that work with foster youth, such as school districts, community colleges, social services agencies serving foster youth, and other community organizations. The goal is to provide eligible youth with work-related support services and assistance.



SPECIAL GRANT-INDUSTRY PARTNER

LOCAL INDUSTRY PROVIDES EQUIPMENT TO PREPARE STUDENTS FOR CAREERS.

Panel Specialists Incorporated and Workforce Solutions of Central Texas have partnered to provide new, advanced manufacturing equipment for the Temple Independent School District. The program is part of the Texas Industry Partnership (TIP) initiative and will help purchase equipment that addresses the training needs of the designated industry cluster of Advanced Technologies and Manufacturing. "When an industry gets involved with our educational institutions we see a real impact on students being career ready", said Charley Ayres, Director of Industry/Education Partnerships for Workforce Solutions of Central Texas. The grant includes the purchase of the computer numerical control (CNC) machining tool and computer-aided design (CAD) software. The equipment purchased is made possible using a \$15,000 TIP grant from the Texas Workforce Commission (TWC) and leveraged matching funds of \$15,000 from Panel Specialist Incorporated. The grant will benefit students in the Career and Technical Education Program.

"The partnership between Panel Specialists Incorporated and Workforce Solutions of Central Texas on this Texas Industry Partnership grant will benefit the students of Temple ISD & help develop a workforce pipeline for the community's industries," said TWC Commissioner Representing

Labor Julian Alvarez. "We continue to implement strategies that help young Texans be workplace ready".

"Panel Specialists is committed to helping young people prepare for careers and become skilled workers. It is not just critical to the growth of our community it is critical to the economic health of our communities. Collaboration is key to economic growth, and Workforce Solutions of Central Texas and Panel Specialists, Inc. are demonstrating how pooling resources can positively affect employment readiness," said State Rep. Hugh Shine.

A check presentation ceremony was held at the Temple ISD Administration Building, on August 27, 2019. The Texas Industry Partnership is a \$1 million program that allows the local workforce board to apply for funds, to be matched by local industry partners, on behalf of workforce-related projects. Ideally, the funds are used to create occupational job training programs that will improve the skill sets of individuals for jobs in six designated industry clusters: advanced manufacturing, aerospace, biotechnology, information technology, petroleum refining, and energy. Funding can be used, but is not limited to, curriculum, equipment, instructors and small building improvements.



NCP CHOICES PROGRAM

(NON-CUSTODIAL PARENT)



**NCP CHOICES HAS HELPED COLLECT
OVER \$5.8 MILLION IN CHILD SUPPORT
FOR BELL COUNTY CHILDREN—ABOUT
\$6,500 PER PROGRAM PARTICIPANT.**



The goal of the NCP Choices program is to help non-custodial parents overcome barriers to employment and career advancement in order to become financially self-sufficient and make consistent child support payments. While this is one of the hardest-to-serve populations, the NCP Choices program has unprecedented employment, job retention, and child support results.

Workforce Solutions of Central Texas, coordinating with the Office of the Attorney General of Texas, assists eligible job seekers who are behind with their child support payments. We work to educate participating parents about their court orders and legal obligations, then help them secure adequate employment. Due to the cross-functional approach of our Workforce Centers, our staff has the ability to connect the customer to hiring events and a multitude of other program services.

Job retention is also an important part of the program. Continued support services, such as gas vouchers, bus passes, and work incentives are provided for up to 6 months after the non-custodial parent obtains employment.

Over the life of the program, 88% of all non-custodial parents have entered employment and 89% have paid child support.



WINGSPAN PROGRAM (YOUTH SERVICES)

Wingspan is the Youth Program administered by Workforce Solutions of Central Texas. Serving 16 to 24-year-olds living in Bell, Coryell, Hamilton, Lampasas, Milam, Mills, and San Saba counties, Wingspan's purpose is to help guide young people in career exploration, preparedness, and paid work experience.

Partnering with our school districts, colleges, and employers, we identify high-demand occupations in the region to develop curriculum and targeted training.

Within Wingspan there are a wide range of supplemental programs, including "Uplift", "Taking Flight" and "SOAR". Staff provides regular follow-ups with all participants, referrals to partners, and access to other Workforce training components including workplace expectations, leadership, and financial management.



NUMBERS SERVED:

Youth (in school): **160**

Young Adult (out of school): **143**

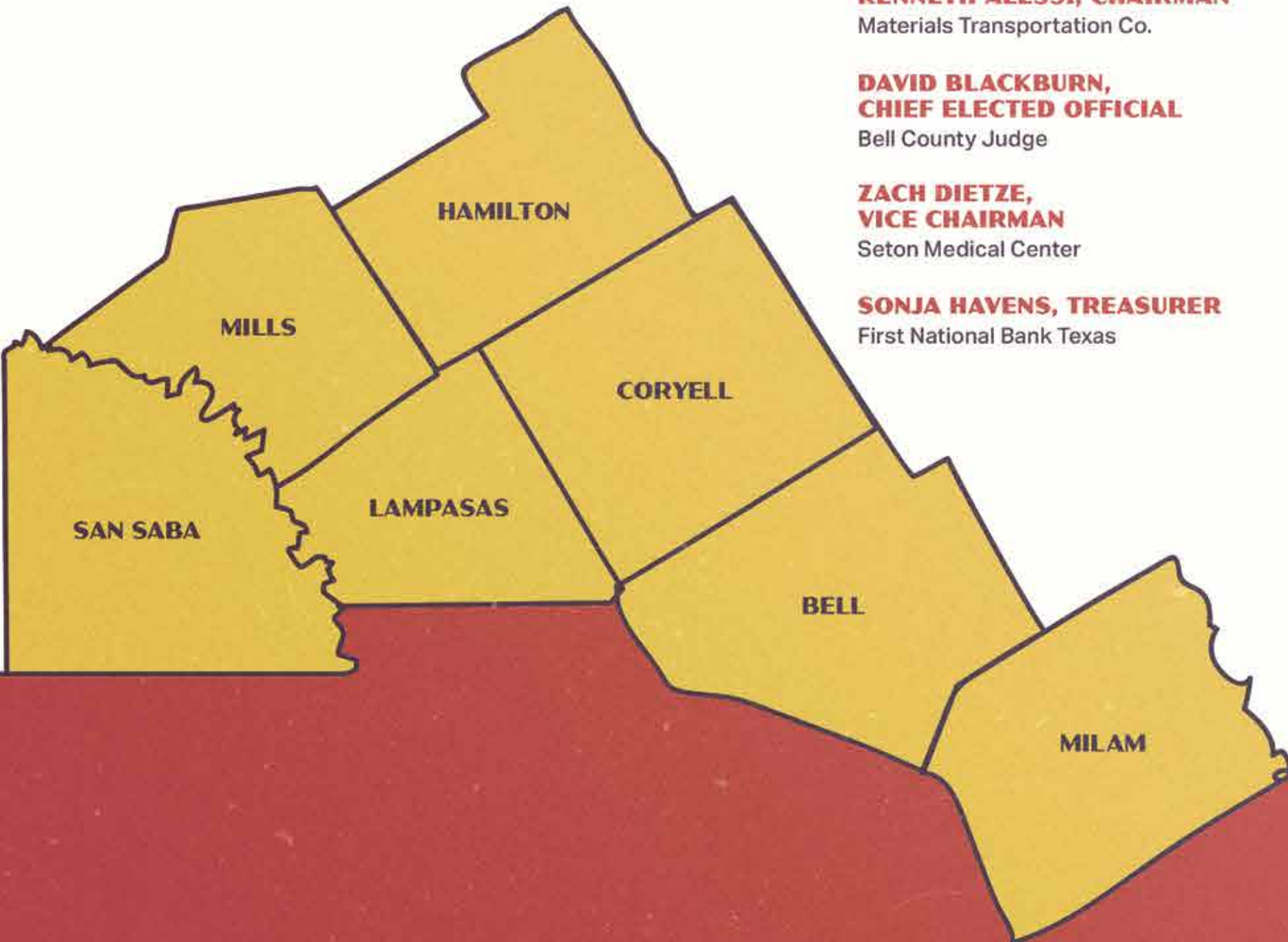
74.47% Youth employed 2 quarters after exit

67.62% Youth employed 4 quarters after exit

80.00% Youth attained a credential



BOARD OF DIRECTORS
SERVICE YEAR JULY 2018–JUNE 2019



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Hill Country Community
Action Agency

BILL STANFORD
Carpenter Company

MARTHA TYROCH
United Way

GINGER WATKINS
Cameron Industrial Foundation

JIM YEONOPOLUS
Central Texas College



LOCATIONS

Workforce Center in Killeen

300 Cheyenne
254-200-2000

Workforce Center in Lampasas

523 E. 3rd Street
512-556-4055

Workforce Center in Rockdale

313 N. Main Street
512-446-6440

Workforce Center in Temple

201 Santa Fe Way, Ste. 201
254-742-4595

www.workforcelink.com

The Workforce Solutions of Central Texas System is an equal opportunity employer/programs. Equal Opportunity is the Law. Auxiliary aids and services are available upon request to individuals with disabilities.

Relay Texas: 711 | TDD: 1-800-735-2989
Voice: 1-800-735-2988

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