

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):

Workforce Solutions Lower Rio (WFS) understands the importance of the ability for individuals to access education and training opportunities for the purpose of supporting regional economic and employer needs. As such, WFS Corporate goal(s) provide a means by which WFS achieves and sustains success.

Board Initiative:

WFS continue its collaboration with Rio Grande Valley Linking Economic and Academic Development (RGV LEAD), a local non-profit organization that is a partnership between education and business. RGV LEAD prepares young people for today’s skilled workforce by partnering with high schools, colleges, universities, businesses, and governmental agencies.

WFS has partnered and collaborated with RGV Lead for three (3) consecutive years (2015-2018) to convene the Regional Education and Workforce Summit. The Regional Education and Workforce Summit brings together economic development leaders, business leaders and education professionals to discuss how to collectively prepare students to meet the demands of current and future workforce labor needs.

WFS and RGV LEAD work in collaboration to create an event that creates greater engagement amongst key partners (i.e. business, education leaders, students, and WFS) and provides an opportunity for networking, sharing, learning and leveraging partnerships. Examples of the benefits to attendees are noted on the following page.

Business	<ul style="list-style-type: none">• Share with education partners’ employer needs (knowledge, skills abilities (KSA), soft and technical skills) in order to sustain and /or expand workforce.• Learn about TWC resources available to train new and/or existing workforce.• Learn about TWC grant opportunities (e.g. JET, HDJTP, SDF, TIP, etc.)• Labor Market Information (wages, target and demand occupations, unemployment rates).• In 2018, local businesses were recognized for their partnership and support with local school districts.
Education	<ul style="list-style-type: none">• Listen and learn first-hand what employers are saying they need from students to be work-ready.• Engage and network with employer partners.• Partner with workforce board and access up-to-date information on target and demand occupations within the region.• Accessed a Train-the-Trainer Job Readiness curriculum.• Learn about TWC grant opportunities (e.g. JET, HDJTP, etc.)• Share best practices amongst various school districts that support persistence to completion.

Students	<ul style="list-style-type: none"> • Opportunity to network with business community • Listen and learn first-hand what employers are saying they need from students to be work-ready. • Learn about LMI, target and demand occupations to support career decisions. • RGV LEAD student ambassadors participate and engage in leadership activities.
Workforce Solutions	<ul style="list-style-type: none"> • Engage with education and business partners. • LMI shared is communicated to education and training providers so they can develop proper curriculum for students interested in target and demand occupations. • LMI is shared with students to build awareness on target and demand occupations and assist students in making informed decisions on career pathways, training and education.

RGV LEAD is highlighted as a key community partner on local board plan, page 37.

Anticipated quantitative outcomes to be achieved as a result of implementation:

- Continue to grow the RGV LEAD attendee participation by 10% on an annual basis. This event will enable employers to express their workforce needs and education /training providers will be able to better design career and technical education content and delivery options that are more aligned with industry needs.

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):

Board Response:

WFS understand the importance of fostering partnerships that promote educational and

skill attainment within our communities. As such, WFS in partnership with Region One Education Service Center (ESC) and other community adult education and literacy stakeholders work in collaboration to serve customers. Region One ESC serves as the adult education and literacy program funded by the Texas Workforce Commission (TWC) to provide English language, math, reading, and writing instruction to help students acquire the skills needed to succeed in the workforce, earn a high school equivalency, or enter college or career training in the service area.

Board Initiative:

Region One ESC and WFS have developed a strong working relationship in efforts to increase access and services for eligible participants throughout the service area. The partnership between Region One ESC AEL and WFS has been strengthened by the ability of staff to work together toward common goals and meet both community and business needs. Standing monthly Executive Leadership meetings have enabled staff to identify needs and develop solutions to common barriers and obstacles faced by the targeted population.

Through open lines of communication and an understanding of the needs of the adult learner population of the region, WFS has provided new opportunities for collaboration and expanded partnerships with local businesses, economic development corporation and community based organizations.

In addition, through an innovative online service list application developed by Region One ESC and made accessible at WFS offices and webpage (www.wfsolutions.org/ael), job seekers are connected directly to AEL services throughout the three county service areas. The website also features AEL content to include the banner added to the front page for visibility and easy access, and a link to the Region One ESC online service link so job seekers can register and facilitate the connection between AEL staff and job seekers. Furthermore, Region One ESC staff has worked in collaboration with WFS to coordinate center orientations. Orientations are geared to both WFS job seekers (accessing a new pool of potential eligible students) and to WFS staff in efforts to build professional capacity and understanding of AEL services to help guide and connect job seekers.

Anticipated quantitative outcomes to be achieved as a result of implementation:

Through a common service registration link on the WFS webpage, increase access to Adult Education and literacy program information by 10%.

Region One ESC is highlighted as a key community partner, on local board plan page 39.

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):

Board Response:

In efforts to have greater impact, WFS is leveraging strategic partnerships with independent school districts, specifically K-12, to share information and help guide individuals to appropriate career pathways.

Board Initiative:

In efforts to steer students towards target careers from an early age (middle –high school), WFS has partnered with K-12 school districts and institutions of higher education in a multi-pronged approach and at various levels to identify educational and career pathways for students in the region’s target and demand occupations. These efforts include ensuring critical employability skills identified by local employers in the service area are addressed.

Approaches include:

- Provide Labor Market Information presentations which include building in local employer job skill requirement awareness.
- Encouraging school districts to access and use TWC’s Labor Market and Career Information data base that provide resources and tools that align with House Bill 5 initiatives.
- Engage with institutions of higher learning, such as the local university. In 2018, the Texas Workforce Commission, Workforce Solutions in conjunction with the University of Texas-Rio Grande Valley partnered to raise awareness about target occupations via the “Careers in Texas Industry Week.” This created the opportunity to partner with local university during their annual HESTEC week.
- WFS Job Readiness Curriculum is updated to reflect critical employability skills identified by local employers in the service area. The curriculum supports feedback received from employers via surveys, industry task forces, and company visits. The most common employer responses included critical thinking, active listening, time management, customer service and multi-tasking. Job Readiness curriculum topics include, but are not limited to:
 - Critical Thinking
 - Problem Solving
 - Financial Literacy

Anticipated quantitative outcomes to be achieved as a result of implementation:

- Increase the number of participants completing employability skills training by 10%.

The strategies noted above are found on the local board plan pages 44-45.

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):

Board Response:

WFS commits to strengthening data sharing and utilizing data to support data driven decisions. The use of relevant data will allow and support continuous improvement of programs and services.

Board Initiative:

WFS continue to plan and convene core partners to support system integration, as referenced in the WIOA final rules and regulations. WFS and core partners convene regularly to identify strategies that support system alignment. Strategies may include; the creation of a cross agency reference guide, customized initial intake form, standardized electronic forms and partnership agreements with core agencies/ programs.

Anticipated quantitative outcomes to be achieved as a result of implementation:

- Jointly implement an electronic on-line referral system. Ensuring the referral and leveraging of funds/services amongst system partners for the purpose of connecting customers with appropriate agency staff.