



Ad Hoc Youth Committee Meeting

September 6, 2023
3:00 pm

Mission Career Center
4981 Ayers Street
Mission Training Room
Corpus Christi, TX

Join Zoom Meeting

<https://us02web.zoom.us/j/81705692795?pwd=ZTdhdhNG00V1hDR2FKcGI2Slk4ZzZlNFdz09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 817 0569 2795

Passcode: 222849

www.workforcesolutionscb.org

Strategic Goals

- Establish and Strengthen Partnerships
- Effectively/Efficiently Target Rural Area Services
- Increase Workforce Awareness
- Expand Innovative Services to Business
- Explore New Revenue Opportunities
- Improve Internal Efficiencies
- Refine Board Culture

Mission Statement

At Workforce Solutions of the Coastal Bend, we invest in our regional economic success through access to jobs, training, and employer services.

Value Statement

Accountability – We address our customers and co-workers in a positive manner that elevates their spirit and creates a professional, supportive workplace for staff, job seekers, and employers.

Teamwork – We combine our individual talents for the benefit of the mission and common goals leveraging our unique abilities and contributions.

Trust – We consistently deliver on our commitments to our customers and co-workers to establish strong, sustainable relationships.

Integrity – We are honest, supportive, candid in addressing difficult issues, and willing to share success to demonstrate respect and consideration for our customers and co-workers.

Tenacity – We resist giving up when the going gets tough and support our customers and co-workers in seeing that issues are resolved and the job gets done.

Understanding – We are serious and passionate about delivering our services with compassion and empathy.

Dignity – We interact with customers and co-workers professionally regardless of their backgrounds, experience, and circumstances to reflect our commitment as public servants.

Enthusiasm – We recognize the importance and value of our work and know that every day we have the opportunity to help build the economic success of our regional economy.

Disclosure and Declaration of a Conflict of Interest

Conflicts of Interest and the appearance of Conflicts of Interest shall be reported according to Board Administrative Policies #1.0.101.00 - Standards of Conduct and Conflict of Interest; and #1.0.105.00 - Reporting Conflict of Interest, Fraud, and Abuse, which were adopted by the Board of Directors on April 26, 2007.

Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee is in a decision-making position and has a direct or indirect interest, particularly a financial interest, that influences the individual's ability to perform job duties and fulfill responsibilities.

Appearance of a Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee's action appears to be:

- influenced by considerations of one or more of the following: gain to the person, entity, or organization for which the person has an employment interest, substantial financial interest, or other interest, whether direct or indirect (other than those consistent with the terms of the contract), or;
- motivated by design to gain improper influence over the Commission, the Agency, the Board, or the Board's Chief Elected Officials.

Code of Ethics

The Workforce Solutions Code of Ethics is a guide for dealing with ethical matters in the workplace and in our relationship with our clients and members of the community.

- We believe in respect for the individual.
- We believe all persons are entitled to be treated with respect, compassion and dignity.
- We believe in openness and honesty in dealing with the general public, the people we serve, and our peers.
- We believe in striving for excellence.
- We believe in conducting ourselves in a way that will avoid even the appearance of favoritism, undue influence or impropriety, so as to preserve public confidence in our efforts.



Ad Hoc Youth Committee Meeting

Mission Career Center – 4981 Ayers Street – Mission Training Room
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/81705692795?pwd=ZTdhNG00V1hDR2FKcGI2Sik4ZzNFdz09>

Toll-Free Call In
888 475 4499 US Toll-free

Meeting ID: 817 0569 2795
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Wednesday, September 6, 2023 – 3:00 pm

AGENDA

Page

I. Call to Order: *Liza Wisner, Chair*

II. TOMA Rules: *Janet Neely*

III. Roll Call: *Janet Neely*.....3

IV. **Announcement on Disclosure of Conflicts of Interest**
Any Conflicts of Interest or Appearance of a Conflict of Interest with items on this agenda shall be declared at this time. Members with conflicts will refrain from voting and are asked to refrain from discussion on such items. Conflicts discovered later in the meeting shall be disclosed at that time. Note: Information on open meetings is included at the end of this agenda.

V. **Public Comments**

VI. **Discussion and Possible Action on Minutes of the May 3, 2023, Ad Hoc Youth Committee Meeting**.....4-6

VII. **Information Only:**

1. Services to Youth

 a. Strategic Board Goals Update Related to Ad Hoc Youth: *Catherine Cole*.....7

 b. Program Updates: *Catherine Cole*.....7-10

 c. Performance Updates: *Alba Silvas*.....10

(cont. page 2)

A proud partner of the **AmericanJobCenter** network

Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

Deaf, hard-of-hearing or speech impaired customers may contact

Relay Texas: 1.800.735.2989 (TDD) and 1.800.735.2988 or 7-1-1 (voice)

- 2. Services to Special Community Populations
 - a. Student HireAbility Navigator: *Imelda Trevino*.....11-13
 - b. Foster Care Youth: *Catherine Cole*.....13

- 3. Programs and Education Engagements
 - a. Tri-Agency Regional Convener Grant: *Alba Silvas*.....14
 - b. Texas Internship Initiatives: *Catherine Cole*.....14-15
 - c. Career & Educator Outreach Program: *Samantha Smolik & Luis Rodriguez*.....15-20

- 4. Celebrating Participant Success: *Catherine Cole*.....21

VIII. **Adjournment**

Note: Except for expressly authorized closed sessions, meetings, discussions, and deliberations of the Board or Committees will be open to the public. Voting in all cases will be open to the public. Board members are advised that using personal communication devices to discuss Committee and Board business during the meeting may be a violation of the Texas Open Meetings Act. Such communications also may be subject to the Texas Public Information Act.

Closed Session Notice. PUBLIC NOTICE is given that the Board may elect to go into executive session at any time during the meeting in order to discuss matters listed on the agenda, when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board elects to go into executive session regarding an agenda item, the section or sections of the Open Meetings Act authorizing the executive session will be publicly announced by the presiding officer.

Texas Open Meetings Act (TOMA). All public meetings are required to follow all parts of the Texas Open Meetings Act. Therefore, we will be holding this meeting both in-person at the **Mission Career Center, Mission Training Room** and on **ZOOM**. With this format, comes some changes to what is required of board members and the public.

- The presiding member (Chair or designee) must be in-person at the meeting location, 4981 Ayers Street, Corpus Christi, Texas.
- Board members must be visible on camera in order to count toward the quorum and in order to vote.
- The public and all presenters will need to be visible while presenting information.

This hybrid meeting format will allow us to meet TOMA rules, while still ensuring the safety of those who must attend.

A proud partner of the  network

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**Ad Hoc Youth Committee
Roll Call Roster
September 6, 2023
(4 = Quorum)**

_____ Liza Wisner, Chair

_____ Omar Lopez, Vice-Chair

_____ Ofelia Hunter

_____ Michelle Flower

_____ Leslie Faught

_____ Jose R. "Joey" Garcia III

_____ Dr. Kimberley D. James

Signed

Printed Name

MINUTES
Workforce Solutions of the Coastal Bend – Ad Hoc Youth Committee
Bayview Tower – 400 Mann Street, Suite 800 – Conference Room #1
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/83712341078?pwd=SEdaQWExUjFmMitalL2ZpTW9KYXZHQ09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 837 1234 1078

Passcode: 841157

May 3, 2023 – 3:00 pm

Committee Members

Present

Liza Wisner, Chair
Omar Lopez, Vice Chair
Ofelia Hunter
Michelle Flower
Leslie Faught

Absent

Others Present

Ken Trevino, Workforce Solutions
Amy Villarreal, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Catherine Cole, Workforce Solutions
Alba Silvas, Workforce Solutions
Rosina Salas, Workforce Solutions
Luis Rodriguez, Workforce Solutions
Imelda Trevino, Workforce Solutions
Arielle Rodriguez, Workforce Solutions
Dorothy Guerrero, Workforce Solutions
Esther Velazquez, Workforce Solutions
Celina Leal, Workforce Solutions
Artug Altug, Workforce Solutions
Xena Mercado, Workforce Solutions
Larry Peterson, Workforce Solutions
Vicki Stonum, Workforce Solutions
Christina Miller, Workforce Solutions
Allyson Riojas, Workforce Solutions
Denise Woodson, Workforce Solutions
Chakib Chehadi, C2GPS, LLC
Geri Escobar, C2GPS, LLC
Ricardo Munoz, C2GPS, LLC

Other Board Members Present

Jesse Gatewood
Joey Garcia

I. Call to Order

Ms. Wisner called the meeting to order at 3:01 pm.

II. TOMA Rules

Ms. Neely provided information on the Texas Open Meetings Act (TOMA) Rules.

III. Roll Call

The roll was called and a quorum was present. Mr. Gatewood and Mr. Garcia were also in attendance.

IV. Announcement on Disclosure of Conflicts of Interest

Attention was called to the Disclosure and Declaration of Conflict of Interest and disclosures were requested by the chair at this time. None were made.

V. Public Comments

Due to the new TOMA rules we do have a laptop setup at 400 Mann Street, Suite 800 and it is listed on the zoom call as Public. The laptop is available and open to the public.

Mr. Trevino announced there were two C2 guests in attendance and asked them to introduce themselves.

Mr. Chakib Chehadi, Chief Executive Officer for C2 Global Professional Services thanked the board members and stated it is always a pleasure to be in attendance.

Ms. Geri Escobar, Managing Director for C2 Global Professional Services introduced herself.

VI. Discussion and Possible Action on Minutes of the February 8, 2023 Ad Hoc Youth Committee Meeting

Ms. Flower moved to approve the minutes of the February 8, 2023 Ad Hoc Youth Committee meeting. The motion was seconded by Ms. Hunter and passed.

VII. Information Only:

1. *Services to Youth*

a. Program Updates

Ms. Cole and Ms. Escobar provided program updates (included on pages 7-9 of the May 3 agenda packet).

Ms. Silvas provided an update on the grants and stated the following grants were awarded to Workforce Solutions Coastal Bend.

- Regional Convener Grant
- Texas Industry Partnership (TIP)
- PATHS Grant
- Texas Internship Initiative (TII)
- Educator Externship

Ms. Wisner welcomed and introduced new board member Mr. Joey Garcia, Partner of Double Drop Bar & Grill representing Duval County for the Private Sector/Veteran Representative category.

b. Performance Updates

Ms. Cole provided performance updates (included on page 9 of the May 3 agenda packet).

2. *Services to Special Community Populations*

a. Student HireAbility Navigator

Ms. Trevino reported on the Student HireAbility Navigator (included on pages 10-11 of the May 3 agenda packet).

b. Foster Care Youth

Ms. Cole provided information on the Foster Care Youth (included on page 11 of the May 3 agenda packet).

3. *Programs and Education Engagements*

a. Texas Internship Initiatives

Ms. Cole provided information on the Texas Internship Initiatives (included on page 12 of the May 3 agenda packet).

b. South Texas Career Connection

Ms. Silvas provided information on the South Texas Career Connection (included on page 12 of the May 3 agenda packet).

c. Career & Educator Outreach Program

Mr. Rodriguez reported on the Career and Educator Outreach Program (included on pages 12-15 of the May 3 agenda packet).

Mr. Rodriguez shared a video from Channel 3 regarding high school students from Hebbronville utilizing the Virtual Reality goggles for future jobs.

Ms. Wisner recognized Ms. Smolik and Mr. Rodriguez for all their great work.

4. *Celebrating Participant Success*

Ms. Cole presented Celebrating Participant Success (included on page 16 of the May 3 agenda packet).

VIII. Adjournment

The meeting adjourned at 4:20 pm.

INFORMATION ONLY

VII – 1a, 1b, & 1c. Services to Youth – Strategic Board Goals, Youth Opportunities Unlimited (YOU) Program, & Performance Updates.

BACKGROUND INFORMATION

Board Professionals will provide information regarding all youth related activities; information provided is for scope of April – June 2023.

Strategic Board Goals:

On February 8th 2023, The Ad Hoc Youth Committee was provided an in-depth presentation on the established Strategic Board Goals. The intent was to provide committee members with on-going updates on how the work being performed ties directly to one or more of the Strategic Board Goals. With PowerPoint presentations prepared for the committee, Board Professionals will highlight those activities with narratives, pictures, testimonials, and data.

- Strategic Board Goals
 - Established in 2010, the Strategic Board Goals were set to work towards increasing educational and employment opportunities for the Coastal Bend community, including youth and those with barriers to employment.
 1. Establish and Strengthen Partnerships
 2. Effectively/Efficiently Target Rural Area Services
 3. Increase Workforce Awareness
 4. Expand Innovative Services to Business
 5. Explore New Revenue Opportunities
 6. Improve Internal Efficiencies
 7. Refine Board Culture

Thank you to our Ad Hoc Youth Committee members for your active participation, support, and guidance in sustaining the focus on OUR goals.

WIOA Youth Program:

The Workforce Innovation Opportunity Act (WIOA) is designed to help job seekers secure the employment, education, training, and support services necessary to succeed in the labor market and to match employers with the skilled workers they need. WIOA Youth program participants are either In-School Youth (ISY ages: 14-21) or Out-of-School Youth (OSY ages: 16-24).

- WIOA Youth ISD Engagements and Meetings
 - WIOA Youth Team set out to participate in several school celebrations of “Signing Days” in the Coastal Bend. WFSCB Public Relations supported the events by livestreaming on Facebook to assist families unable to attend the celebration, be able to watch seniors sign their commitment to enter the workforce upon graduation.
 - Premont ISD

- Aransas Pass ISD
 - Meetings and Presentations with ISDs are vital to promote the ISY program and to discuss the OSY program for after high school to students and counselors.
 - Rockport Fulton ISD
 - Ben Bolt ISD
- JET Grant Presentations
 - WFSCB was proud to celebrate the 12 Coastal Bend ISDs and Higher Education Institutions that received JET Grants from TWC.
 - The Coastal Bend had a combined total of \$ 8,010,739.00 in JET Grants awarded which made up 14.60% total of awarded grants in the state of Texas.
 - Alice ISD
 - Aransas Pass ISD
 - Brooks County ISD
 - Tulo-so-Midway ISD
 - Skidmore-Tynan ISD
 - Windham School District
 - CCISD
 - Coastal Bend College
 - Gregory Portland ISD
 - West Oso ISD
 - Woodsboro ISD
 - Rockport Fulton ISD
- WIOA Youth Work Experience (WE)
 - Though Work Experiences are offered throughout the year, Q3 is when WIOA Youth will serve most of the youth in a Work Experiences. Specifically, ISY are out on summer break.
 - With the introduction of cohorts for Work Experiences, WIOA Youth were able to hold seven cohorts during Q3. Cohorts allow youth to have paid onboarding/orientations to better prepare them for their Work Experience.
- Youth Statement of Work for PY 23-24
 - In preparation for the new Performance Year (PY) beginning on October 1st, the SOW for youth services will be a separate document from the previous SOW having one-stop and youth services together.
 - C2GPS will be completing a separate Service Delivery Plan (SDP) for the youth services in efforts to strengthen the youth program.
- Elevate 361: Corpus Christi Opportunity Youth Center (CCOYC): Education to Employment (E2E) led project.
 - Previously known as Reengaging Opportunity Youth in the South (ROYS) and Corpus Christi Youth Center (CCOYC), Elevate 361 continues to find a location for the center on the west side of Corpus Christi.
 - In June, WFSCB participated in the hiring panel for the Elevate 361 Center Director position. After two strong candidate interviews, two offers were made for the Elevate 361 Center Director position and newly made position of Elevate 361 Development Director position. The Center Director will oversee all center business and operation while the Development Director will conduct philanthropy for center growth and finding a location for the center.
 - WFSCB continues to have discussions regarding the logistics of having WIOA Youth Career Advisor at the future location of Elevate 361.
 - Partnerships include: E2E, Coastal Compass, City of Corpus Christi, CCISD, Nueces County Probation & Juvenile Justice Center, WFSCB, and Crossroads AEL.
- Maritime Career Expo: April 12th
 - WFSCB, along with the Economic Development Center and maritime employers, created an event to promote the maritime industry to middle and high school students at the Ortiz Center.

- Counties with Maritime industry connections and schools with Maritime CTE Programs were outreached to attend the Maritime Career Expo.
- Any students that were soon to graduate and were ready to enter the workforce were encouraged to return for the job fair portion of the event.
- YOU! CHOOSE Career Expo: September 20th 9:30 AM – 1 PM
 - YOU! CHOOSE will be held at the Richard Borchard Fairgrounds and will be expanding to both Exhibit Hall A and the Berry Pavilion.
 - An update to all participating employers, training providers, and schools who have signed up will be given during the Ad Hoc Youth Presentation.
 - The goal for student attendance is set at 2500.
 - In collaboration with E2E, WFSCB is the venue sponsor for Ready For College and Career (R4C2) that will be occurring on the same day at the Richard Borchard Fairgrounds Conference Center.
 - R4C2 attending schools will have priority hour at YOU! CHOOSE and will be able to network with employers and training providers till 10 AM when they will begin the R4C2 portion of the conference.
 - All other Schools will be set to attend YOU! CHOOSE from 10 AM – 1 PM.
 - Opening Ceremony will begin at 8:30 AM with the ribbon cutting occurring after speeches.
 - WFSCB is grateful for the community partners who have given sponsorship to this year's YOU! CHOOSE event:
 - Port of Corpus Christi: water bottles and employer meals
 - Valero: student snacks

YOUTH SERVICES	
06.26.2023	
Caseload 135	
Youth Served	Defined Service
0	01-Occupational/Vocational Training
1	02-Basic Education Skills/ABE
0	03-On-the-Job Training
2	06-Registered Apprenticeship Training
8	08-Comprehensive Objective Assessment
9	12-Job Search Assistance
0	21-Case Management
11	29-Labor Market Information
3	38-Job Readiness/Employment Skills
0	41-Finacial Literacy Education
3	54-HSE
52	67-Follow-up Services
0	68-Employment Development Plan- outside of WIT
0	93-High School
3	179-Training Non-TWC
0	306-Entrepreneurial Skills
43	313-Other Work Experience Opportunities

YOUTH PER CENTER 06.26.2023	
CENTER	TOTAL YOUTH CUSTOMERS
Alice	17
Beeville	55
Kingsville	6
Sinton	3
Staples	45
Falfurrias	9

Performance Updates:

- Coastal Bend Youth Performance Measures MPR for June 2023 has been the latest publication by Texas Workforce Commission (TWC).
- During Q2, TWC conducted an MSG Clean Up with all boards in efforts to raise MSG scores. TWC WIOA Technical Assistance were advised by I|3 that certain performance codes entered into TWIST were not included in MSG Contact Hours. With the technical assistance that was given, the WIOA Youth Team were able to make corrections into TWIST and significantly raise the MSG Performance percentage.

JUNE 2023	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains
YTD	97.09%	107.69%	118.12%	113.28%	92.62%
FEB 2023	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains
YTD	98.29%	111.99%	93.52%	107.88%	**65.81%
Previously Reported at the Ad Hoc Youth Committee Q2 Meeting					

INFORMATION ONLY

VII – 2a & 2b. Services to Special Community Populations – Student HireAbility Navigator & Foster Care Youth

BACKGROUND INFORMATION

Board Professionals will provide information regarding all services to special community populations related activities, information provided for the scope of April – June 2023.

Student HireAbility Navigator:

- City of Corpus Christi's Committee for Persons with Disabilities
 - As a committee member, the Student HireAbility Navigator continues to attend monthly meetings.
- Corpus Christi Regional Transportation Authority RCAT Meeting
 - As an RCAT Board Member, Student HireAbility Navigator attended to provide knowledge, guidance, and insight to the RTA and the community on transportation disadvantaged riders and services. In February, Imelda was appointed as the RCAT Chairperson overseeing the committee.
- School Events
 - Student HireAbility Navigator attended and presented at several school events across the Coastal Bend including:
 - Premont High School, Rockport Fulton High School, West Oso, Mary Grett Transition, Flour Bluff ISD, Tulosos-Midway and Texas A&M-Corpus Christi.
- Rockport Fulton Career/Vocational Fair
 - Attended the Rockport Fulton High School Career/Vocational Fair. Provided labor market information and discussed workforce services available to over 225 students in attendance.
- Texas Workforce Commission – Workforce Forum
 - Student HireAbility Navigator attended and was invited to present at the Texas Workforce Commission Workforce Forum. The Workforce Forum is designed to increase attendees' productive capacity through knowledge and information exchange for workforce staff, education and business partners, and workforce stakeholders. SHN shared best practices currently utilized in the Coastal Bend and offered information to enhance workforce services to better serve our customers, employers, and participants.
- Teen & Parent Summit - San Diego High School
 - SHN attended the South Texas Teen Leadership and Development's Teen & Parent Summit. The summit provided parents and teens with pertinent information with respect to teens optimal mental health and community resources to help them succeed. This organization represents teens from Brooks, Duval, Jim Hogg and Jim Well's counties.
- The University of the Incarnate Word & WFSCB
 - WFSCB hosted Dean Dr. Osman Ozturgut, Associate Dean Dr. Emma Santa Maria and Director of Student Services Dr. Jessica Parra, at board offices to discuss their support for

- WF programs and services. UIW graciously supports WFSCB program initiatives and sponsored SEAL Signing Day for a consecutive year.
- WFSCB & Vocational Rehabilitation Services Meet & Greet
 - WFSCB and VRS staff collaborated to create hands on sensitivity training for all staff (Board, VR and C2 Contract partners) to bring awareness and inclusivity understanding. TWC, regional VRS staff, as well as local VRS staff were onsite to provide awareness and training to WF staff on topics such as Assistive Technology, Orientation & Mobility, WF/VR cross training and information about Transition Services. This half-day hands-on training was essential and productive!
 - Employer Round Table Discussion
 - Round Table Discussion Meetings with several area employers, VRS and WF Board Staff to discuss inclusivity in the workplace.
 - 2023 National ADA Symposium
 - SHN attended the 2023 National ADA Symposium. This conference provides the latest information on ADA regulations and guidelines, implementation strategies, and best practices through interactive sessions.
 - TAVAC 48th Annual Conference
 - SHN was invited to be a presenter at the 48th Annual TAVAC Conference. TAVAC is dedicated to the success of transitioning students with disabilities to achieve independence through career education. SHN shared best practices and information on collaborative efforts being made in the Coastal Bend for students with disabilities.
 - SEAL Signing Day
 - WFSCB proudly held its 2nd annual SEAL Signing Day at La Palmera Mall – Food Court. This event celebrated and welcomed the Summer Earn & Learn participants of 2023, as well as participating employers. Breakfast was provided and students received a “workforce welcome package” and a certificate to sign, recognizing their dedication to the Summer Earn & Learn program! This event was made extra special by the gracious sponsorship’s provided by the Port of Corpus Christi and the University of the Incarnate Word, in partnership with Texas Workforce Solutions - Vocational Rehabilitation Services. A special thank you to BucketWorks Advertising and La Palmera Mall for hosting SEAL Signing Day 2023!
 - Knowledge Quest – Exploring your Future
 - Texas Workforce Solutions- Vocational Rehabilitation Services hosted Knowledge Quest- Exploring your Future, training for parents and students in San Antonio. Students participated in group skills training working hands on vocational exploration activities at SeaWorld. Parents learned about transition planning and services available to their child. SHN was invited to present to parents across the region and inform them about pre-employment transition services available to their child, as well as an overview of workforce services.
 - ADA33
 - WFSCB recognized the 33rd anniversary of the Americans with Disabilities Act.
 - Summer Earn & Learn 2023
 - Summer Earn & Learn 2023 is wrapping up! SEAL offers eligible students with disabilities paid work experience with a local employer who, together with VR, can provide the support and accommodation needed to succeed. WFSCB has successfully achieved their goal set by TWC. Congratulations to all participants as they finish their placements and head back

to school! We look forward to celebrating their successes at the YOU Inspire Symposium in October!

- Upcoming Events:
 - Back 2 School Events
 - CASA of the Coastal Bend collaborations
 - National Disability Employment Awareness month: October
 - YOU Inspire Symposium

Foster Youth Services:

- Foster Youth Conference: April 5th
 - WFSCB Contract Manager and SHN attended the Foster Care Conference in San Marcos, TX. Sessions focused on working with local judges, understanding the trials and tribulations of a Foster Youth, and community partners working with Foster Youth.
 - WFSCB were able to network with local Foster Care Agencies that were also in attendance at the meeting.
- DFPS PALS: Aging Out Seminar
 - WFSCB hosted for the second time DFPS PALS: Aging Out Seminar. All PALS Program Foster Youth participants attend an Aging Out Seminar when they are nearing the age of no longer being in the foster care system. Foster Youth learn lessons of awareness for human trafficking, banking, cooking, and employment opportunities.
 - WFSCB presented WIOA Youth Program and CEOP gave opportunities of career exploration through VR goggles sessions.
 - 18 Foster Youth from the Coastal Bend, Lower Rio, Cameron, and South Texas Boards were in attendance.
 - With Foster Youth from multiple Board Areas attending the seminar, WFSCB was able to provide a warm handoff to Workforce Solutions Cameron to enroll a Foster Youth in the WIOA Youth Program.
 - WFSCB will be exploring inviting other representing Boards to next year's Aging Out Seminar to have hot hand offs occur.
- No Foster Youth were enrolled during Q3.

INFORMATION ONLY

VII – 3a, 3b, & 3c. Program & Engagements – Tri-Agency Regional Convener Grant, Texas Internship Initiatives, & Career & Educator Outreach Program.

BACKGROUND INFORMATION

Board Professionals will provide information regarding all program and engagements related activities; information provided for the scope of April – June 2023.

Tri-Agency Regional Convener Grant:

Governor Abbott established the Tri-Agency Workforce Initiative in March 2016. Through the Initiative, the Commissioners of the Texas Education Agency (TEA), Texas Higher Education Coordinating Board (THECB), and Texas Workforce Commission (TWC) developed partnerships in working together to help Texas grow in economic prosperity. In April 2023, the Tri-Agency launched a \$12 million dollar grant program grant program focused on identifying, training, and designating a Tri-Agency Regional Convener in each of the state's 28 workforce development areas (WDAs) to develop a regional education-workforce partnership system. Prospective regional conveners will build regional infrastructure and demonstrate their proficiency in serving as a regional convener under the guidance of Tri-Agency Steering Committee. The Tri-Agency leveraged existing structures, such as regional workforce development boards, education service centers, institutions of higher education, and nonprofits with a regional scope of work to serve as a regional convener.

- WFSCB will be focusing on creating pathways for occupations in up to five local industries. Five industries will be presented to the Pathways Leadership Team to vote on for the focus to build Pathways.
 - Healthcare
 - Maritime
 - Manufacturing
 - Aviation
 - Carbon Capture
- One deliverable for the grant is to develop a Pathways Leadership Team represented by the following organizations:
 - Workforce Solutions Coastal Bend
 - Education Service Center Region 2
 - Del Mar College
 - Coastal Bend College
 - Texas A&M University – Corpus Christi
 - Texas A&M University – Kingsville
 - Education to Employment Partners
 - Communities in Schools

Texas Internship Initiatives (TII):

In partnership with Education to Employment (E2E), E2E has been the internship program provider through Emerging Professionals Internship Program. This grant focuses on providing part time paid internships in the Middle-Skill STEM areas of accounting, business management, engineering, and information technology. Participating junior and senior year high school students must pass a dual-credit credit course to be placed in an internship with a local business.

- Emerging Professionals Internship Program (EPIP) 2022-2023 Cohort

- 21 Emerging Professionals completed the EPIP program and celebrated May 2nd with a poster presentation and award ceremony.
- Though 21 Emerging Professionals completed their internships, 26 Emerging Professionals were able to complete Retail Industry Fundamentals Certifications and 24 were able to complete Customer Service and Sales Certifications. These certifications are accredited programs with the NRF Foundation.
- EPIP 2023-2024 Cohort
 - The new TII Grant began in April 2023 with 27 students from the Coastal Bend starting the EPIP.
 - The first cohort has already completed their certifications in Retail Industry Fundamentals and Customer Service and Sales before entering their internships. These interns were able to earn a stipend and iPads for completing their training with the PATHS Grant.
 - With the goal to serve 40 interns within a grant year, additional recruiting efforts for a second cohort are underway and are set to begin in late September.

Career & Education Outreach Program (CEOP):

The Career & Education Outreach Program is dedicated to educating, supporting, and providing TWC resources for school-based students (grades 6-12), parents, and educators in efforts to equip them with the necessary tools to make informed education and career decisions. With utilizing strategic outreach efforts, the program is set to establish relationships with local educators and employers to serve as a catalyst for career readiness in the Coastal Bend.

School Engagements

- Aransas Pass ISD
 - Endorsement Breakdown – A.C Blunt Middle School – May 11th: Students (7th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (33 students).
- Banquete ISD
 - VR Headsets – Summer Bridge Program – June 7th: Students (9th Grade) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (16 students).
 - Endorsement Breakdown – Summer Bridge Program – June 8th: Students (9th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (14 students).
 - Essential Skills / Communication & Active Listening – Summer Bridge Program – June 8th: Explained and explored the importance of effective communication in the workplace, different types/styles, content, buzzwords, and its cohesiveness with Active Listening, followed with an activity. (14 students).
- Corpus Christi ISD
 - VR Headsets – Hamlin Middle School – April 11th: CTE Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (81 students).
 - VR Headsets – Hamlin Middle School – April 12th: AVID Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (72 students).

- CTE Planning – March 20th: CEOP scheduled dates with all 10 CCISD Middle Schools to conduct VR within their CTE Classes. Starting August 2023.
- Dr. M.L. Garza – Charter School
 - VR Headsets – May 25th: Students (6th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (54 students).
- Flour Bluff ISD
 - VR Headsets – Flour Bluff High School - April 17th: Students (9th-12th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (62 students).
- Jim Hogg County ISD
 - VR Headsets– Hebronville Junior High - April 5th: Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (78 students).
- Kingsville ISD
 - Superintendent Meeting – April 4th: Due to the newly awarded (TIP) Grant, CEOP planned involvement with H.M King High School over their new Program of Study: Aviation Maintenance.
 - VR Headsets – May 4th: Students (9th-11th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (68 students).
 - Aircraft Mechanics – H.M King High School – May 18th: Introduce students (9th-10th) to the new Aviation Mechanics Program that will be available at their campus. What the program is, what careers are available, LMI information, organizations involved, followed by a Jeopardy Recap Game. (70 students).
 - Planning Session: HM King High School – May 30th: Planned CEOP’s involvement with CTE Courses and the promotion of the Aviation Maintenance program. A tour of Kingsville’s NAS is planned in August 2023.
- Premont ISD
 - VR Headsets – Premont Secondary – April 27th: Students (9th-10th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (45 students).
 - VR Headsets – Premont Secondary – May 23rd: Students (8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (37 students).
 - Essential Skills / Communication & Active Listening – Premont Secondary – May 24th: Explained and explored the importance of effective communication in the workplace, different types/styles, content, buzzwords, and its cohesiveness with Active Listening, followed with an activity. (73 students).
 - Planning Session – Premont Secondary – July 17th: Planning CEOP involvement with Premont ISD for upcoming 23-24 school year.

Activities & Events

- Aging Out of Foster Care – Virtual Reality – June 28th:
 - Foster Care Youth engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (18 youth).
- Congressman Michael Cloud – Virtual Reality – June 28th:

- WFSCB hosted Congressman Michael Cloud, in which he and his team engaged in high demand careers and occupation breakdowns equipped on our Virtual Reality Goggles. They were introduced to the original 23 occupations, as well as the Electrical Engineering and Healthcare training modules. (4 participants).
- CTAT Conference (Career & Technical Association of Texas) – July 10th – July 13th:
 - Coastal Bend CEOP was invited to present at this year's CTAT Conference on behalf of virtual reality partner TransfrVR to show the impacts of Virtual Reality learning in the classrooms and the vast success CEOP has experienced in our region. Audience members consisted of counselors, CTE coordinators, administrators, and superintendents, statewide.
- Education To Employment Partners
 - Personal Brand – June 13th:
 - Discussion on pursuing your goals no matter your field of study or path of work. CEOP acted as a panel for students to ask questions and help determine their roles in their internships (28 students).
 - Mock Interviews – June 15th:
 - Conducted interviews and participated as panelists for the interns who are preparing for their interviewing process to be hired into paid internships that are based off endorsement tracks. (5 students).
- Educator's Externship – June 29th:
 - Present to local educators from around the Coastal Bend Region what the Career & Education Outreach Program can do for their students and all the resources they have available. (48 educators).
- South Texas Children's Home – June 21st:
 - Met with STCH Director and WFSCB Beeville/San Patricio County Leadership about a partnership with the students in Pettus ISD involved in the program. Planned a Virtual Reality date for these students in September 2023.
- TWC Education Outreach – Summer Workshop – July 26th – July 28th:
 - CEOP teams from across the state met in person at the TWC Building to share experiences and learn new initiatives to bring into the classrooms. WFSCB CEOP led a presentation on Virtual Reality Best Practices and engaged with all education outreach specialists, strategizing on how to continue to make an impact in our school districts. (85 participants).

Advisory Committees

- CEOP serves on the following advisory committees by providing strategic advice alongside local school districts to improve study issues, curriculum, flexibility and overall structure within the organization and our community.
 - Aransas Pass, Banquete, Corpus Christi, Flour Bluff, Gregory Portland, Robstown, West Oso, etc.
 - April 19th: Gregory Portland ISD
 - May 15th: West Oso ISD

School Engagements

- Aransas Pass ISD
 - VR Headsets Day 1 – A.C Blunt Middle School – February 2nd: Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. Day 1 of 2. (146 students).

- VR Headsets Day 2 – A.C Blunt Middle School – February 3rd: Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. Day 2 of 2. (68 students).
- Banquete ISD
 - Essential Skills / Communication – Banquete High School – January 5th: Explained and explored the importance of effective communication in the workplace, different types/styles, content, buzzwords, and its overall importance. (92 students).
 - Essential Skills / Resume – Banquete High School – February 9th: Explained and explored résumés; their purpose, proper formatting, different types/styles, content, buzzwords, etc. Students build their own résumé by using Career Coach. (59 students).
 - Essential Skills / Interviewing – Banquete High School – March 9th: Explained and explored the importance of effective interviewing skills, different types/styles, buzzwords, proper attire, and etiquette. Students practiced interviewing with peers, taking turns as the employer/employee. (47 students).
- Benavides ISD
 - STCC Convening Meetings – Extension of CEOP Services – February 22nd, March 15th, March 21st: CEOP offered blocked off dates to visit Benavides ISD campuses for the remainder of 22-23 school year.
- Corpus Christi ISD
 - Planning Session – Hamlin Middle School – February 6th: Met with CTE/AVID Teachers to plan to bring VR Headsets over a two-day period.
 - VR Headsets – Solomon Coles High School – February 7th: Students (9th-12th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (60 students).
 - CTE Courses/School Visit – Moody High School – February 22nd: While at the CTE Advisory Meeting for CCISD, CEOP contributed solutions/offered services to areas needing attention and engaged with Culinary CTE Program.
 - CTE Planning – March 20th: CEOP discussed future involvement with CCISD and, specifically, their CTE classes on middle & high school campuses. Next meeting 4/14.
- Flour Bluff ISD
 - Program Overview – Flour Bluff Administration – January 4th: CEOP highlighted our program's resources and how we can assist their students, staff, and campuses throughout the school year.
 - Planning Session – Flour Bluff High School – February 14th: Met with CTE Counselor to plan CEOP visit with VR Headsets for high school students.
- Flour Bluff Hornet Learning Academy – Flour Bluff ISD
 - VR Headsets – Hornet Learning Academy – February 28th: Students (9th-12th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (36 students).
- Jim Hogg County ISD
 - VR Headsets Day 1 – Hebbronville High School – January 11th: Students (9th-10th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. Day 1 of 2. (159 students).
 - VR Headsets Day 2 – Hebbronville High School – January 12th: Students (11th-12th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. Day 2 of 2. (91 students).
- Pettus ISD

- Planning Session – Pettus High School – February 9th: Planning CEOP involvement with Pettus ISD for remainder of 22-23 school year.
- Middle Skill Jobs – Pettus High School – March 2nd: Juniors and Seniors engaged in information presented on Middle Skill Jobs; what they are, how to obtain, and the Labor Market Data (LMI) for local and statewide middle skill occupations. (30 students).
- Premont ISD
 - Planning Session – Premont Secondary – March 6th: Planning CEOP involvement with Premont ISD, focusing on their middle school students, for remainder of 22-23 school year.
- Ricardo ISD
 - Planning Session – Parent Symposium – February 8th: CEOP met with Director of Academics & Student Services about presenting to Ricardo ISD parents current LMI trends, hot jobs, required schooling, and high school endorsements.
 - Planning Session – Ricardo Middle School – February 14th: CEOP met with Ricardo ISD Principal about presenting to 7th-8th grade students over the importance of high school endorsements and what CTE opportunities the students have once they reach 9th grade.
 - Endorsements/Programs of Study – Ricardo Middle School – March 7th: Introduction to the Five Endorsements (Arts & Humanities, Business & Industry, Multi-Disciplinary, Public Service, STEM), their importance in high-school, and career opportunities that fall under them. RMS students have the unique opportunity to choose from 4 high school campuses located in Kleberg County, each offering different CTE opportunities. (140 students).
 - Parent Symposium – Middle Skill Jobs – March 8th: Spoke to Ricardo ISD parents and staff members over Middle Skill Jobs; what they are, how to obtain, appropriate Labor Market Data (LMI) for local and statewide middle skill occupations, and which high school endorsement to choose. (10 parents & staff).
- San Diego ISD
 - VR Headsets – Bernarda Jamie Junior High – March 29th: Students (6th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (80 students).

Activities & Events

- BCFS Health & Human Services
 - Planning Session – WFSCB Youth Services – March 21st: CEOP met alongside WIOA, SEAL and Programs to extend services and plan outreach with foster youth from around the Coastal Bend, making it a priority to target all youth.
- Education To Employment Partners (E2E)
 - Mock Interviews – January 13th:
 - Conducted interviews and participated as panelists for the interns in the Emerging Professionals program who are preparing for their interviewing process to be hired into paid internships that are based off endorsement tracks. (12 students).
 - Planning Session – CEOP Summer Sessions – January 18th:
 - Planning CEOP involvement with Career Tech Prep (CTP) and Emerging Professionals Internship Program (EPIP) during summer preparation months, exploring essential skills and virtual reality.
 - VR Headsets – Discover Your Direction – February 21st:
 - Students (7th-10th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (89 students).
- TRANSFR VR – Monthly Check-In - March 13th:

- CEOP and Transfr VR, the software company who provides Career Exploration simulations on VR Goggles, meet monthly to go over usage data and statistics from the previous month. Information provided: 12 new simulations coming August 2023; WFSCB had highest usage in the state of Texas from January 2022 – March 2023 (14 months); WFSCB ranks 4th in the nation for total simulations completed; WFSCB tied for first in the nation for distinct users (out of 487 partners).
- TWC Education Outreach – Monthly Booster Call – February 3rd:
 - CEOP teams from across the state meet on a monthly basis to share experiences and learn new initiatives to bring into the classrooms. WFSCB CEOP led February’s Booster meeting, presenting on Virtual Reality Best Practices and providing a booklet that is intended to be shared with all education outreach specialists, educators and community partners that are engaging with virtual reality headsets. (85 participants).
- WFSCB Board of Directors Meeting – Virtual Reality – February 23rd:
 - Board of Directors engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. BOD was introduced to the original 23 occupations, as well as the Electrical Engineering and Healthcare training modules. (6 participants).

Advisory Committees

- CEOP serves on the following advisory committees by providing strategic advice alongside local school districts to improve study issues, curriculum, flexibility and overall structure within the organization and our community.
 - Aransas Pass, Banquete, Corpus Christi, Flour Bluff, Gregory Portland, Robstown, West Oso, etc.
 - January 4th: Flour Bluff ISD
 - February 22nd: Corpus Christi ISD

INFORMATION ONLY

VII – 4. Celebrating Participant Success

BACKGROUND INFORMATION

Catherine Cole will provide information regarding OSY participant, Jaydon Burkett, and his participation with a Work Experience at a Beeville Pharmacy Walgreen's and becoming a certified Pharmacy Technician.

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Able-bodied Adult Without Dependents	ABAWD	An individual 18 yrs.+ , but under the age of 50, without dependents. SNAP-ABAWD recipients are referred by the Texas Health and Human Services Commission (HHSC).
Board Contract Year	BCY	Board Contract Year (runs from Oct. 1 - Sept. 30)
Career & Education Outreach Program	CEOP	Provides career information to students at public middle and high schools, grades six through twelve, to direct students towards high-growth/high-demand occupations. Students receive in-depth information and directions on career choices as well as access to workforce resources.
Dislocated Worker	DW	An individual who has been terminated or laid off from employment is not eligible for unemployment benefits due to insufficient earnings and is unlikely to return to a previous industry or occupation.
Department of Labor	DOL	United States Department of Labor
Educator Externship	EDEX	Informs teachers of the skill sets needed for in-demand jobs, and allows the teachers to inform and guide students toward employment in industries that match their skill sets.
Employment Services (Wagner-Peyser)	ES	Services for employers and job seekers to ensure employers have access to qualified workers. Provides job matching and recruitment services to employers and job seekers.
Eligible Training Provider	ETP	Training providers certified by the Texas Workforce Commission to provide WIOA-funded training programs.
Eligible Training Program List	ETPL	A comprehensive list of training programs approved for WIOA-funded training using Individual Training Accounts.
Fiscal Year	FY	The fiscal year is the accounting period of the federal government. It begins on October 1 and ends on September 30 of the next calendar year.
Individual Training Accounts	ITA	An account established for eligible WIOA customers for training in an array of state-approved training programs. ITAs may be used only for programs included on the statewide ETPL.
Local Workforce Development Board	LWDB	Local workforce development board established in accordance with WIA Section 117, for the purpose of policy planning for a local area and has the responsibility to ensure that the workforce needs of employers and job seekers in the geographic area governed by the local unit of government are met.
Monthly Performance Report	MPR	Performance accountability indicators used to assess the effectiveness of states and local workforce systems to achieve positive outcomes for individuals served by the six core workforce programs.
Migrant and Seasonal Farmworker Program	MSFW	A nationally directed program created by Congress in response to the chronic seasonal unemployment and underemployment experienced by migrant and seasonal farmworkers (MSFW). Provides funding to help migrant and seasonal farmworkers and their families achieve economic self-sufficiency.
National Dislocated Worker	NDW	A grant awarded to areas affected by major disaster or national catastrophe to assist in disaster relief employment and assist the substantial number of workers who were forced to relocate from an area in which a disaster has been declared.
On-the-Job Training	OJT	One-on-one training located at the job site for participants who already have some job-related skills. By participating in training as an employee, the participant acquires new skills and knowledge and receives the same wages and benefits as current employees in the same or similar position.
Program Year	PY	Program Year (for example, Program Year 2022: PY'22; –period varies for state and federal years)
Reemployment Services and Eligibility Assessment	RESEA	A federal grant program designed to allow states to provide intensive reemployment assistance to individuals who are receiving unemployment benefits and are determined likely to exhaust their benefits before becoming reemployed.
Rapid Response	RR	Provides immediate on-site assistance to workers who have job losses due to businesses closure or worker reduction. Designed to transition workers to their next employment as soon as possible.

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Summer Earn and Learn	SEAL	A summer program that offers basic work-based learning and training services for students with disabilities such as, pre-employment work readiness training and preparation for the work experience placement; work experience to help gain familiarity with the workplace environment and develop transferable job skills; and paid compensation for time worked on the job.
Student HireAbility Navigator	SHAN	Student HireAbility Navigator's role is to expand and improve access to employment and training services and to increase employment opportunities for students with disabilities by creating strong partnerships between vocational rehabilitation (VR) Workforce Solutions offices, independent school districts (ISDs), community organizations, employers.
Supplemental Nutrition Assistance Program Employment & Training	SNAP E&T	Designed to assist SNAP recipients in obtaining employment through participation in allowable job search, training, education, or workforce activities that promote long-term self-sufficiency. SNAP recipients are referred by the Texas Health and Human Services Commission (HHSC).
Trade Adjustment Assistance	TAA	A federally funded program, with no costs to employers, who helps workers who are adversely affected by foreign import or job shifts to a foreign country.
Texas Education Agency	TEA	The branch of government in Texas responsible for public education. TEA is responsible for the oversight of public primary and secondary education in the state of Texas.
Texas Internship Initiative	TII	Provides part-time paid internships in Middle-Skill areas of accounting, business, construction management, engineering, healthcare, and information technology. Participating senior high school students must pass a dual-credit course to be placed in an internship with a local business. This grant is in partnership with Education to Employment (E2E) for the Coastal Bend.
Texas Industry Partnership Program	TIP	Supports collaborations between local workforce development boards and industry partners through the leveraging of matching contributions of cash or qualifying expenditures for occupational job training. Match funds must support certain WIOA (Workforce Innovation and Opportunity Act) activities and focus on eight designated industry clusters.
Texas Veterans Commission	TVC	A state agency that assists veterans, their families, and survivors through services provided by federal, state, local government, and private organizations.
Texas Veterans Leadership Program	TVLP	A non-profit agency that provides services to veterans to help find employment and achieve successful transitions back into civilian life.
The Workforce Information System of Texas	TWIST	TWIST is a centralized point of reporting intake and case management for customers. Intake information is submitted just once for multiple employment and training programs and can be retrieved statewide. TWIST also allows staff to query and retrieve information from the legacy systems – Employment Services, Unemployment Insurance, SNAP E&T, TANF, Supplemental Security Income, and the Texas Department of Criminal Justice.
Vocational Rehabilitation Services	VRS	A federal program that helps individuals with physical or mental disabilities get and/or keep a job.
Work Experience	WE	A work-based learning opportunity in which program-eligible customers learn both essential and technical skills for long-term employment. Businesses are referred to as “work experience sites.” Intended to be short-term (12 or fewer weeks) and part-time work experience can be a volunteer, internship, or temporary short-term paid-work setting.
Workforce Innovation and Opportunity Act	WIOA	Helps job seekers and workers access employment, education, training, and support services to succeed in the labor market; and matches employers with the skilled workers they need to compete in the global economy.
Work In Texas	WIT	A comprehensive online job search resource and matching system developed and maintained by TWC. It provides recruiting assistance to Texas employers and job search assistance to any individual seeking work in Texas.
Workforce Opportunity Tax Credit	WOTC	A federal tax credit that the government provides to private-sector businesses for hiring individuals from nine target groups that have historically faced significant barriers to employment.