



WORKFORCE SOLUTIONS
C O A S T A L B E N D

Workforce Services Committee Meeting

February 13, 2025
1:30 pm

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

Join Zoom Meeting

<https://us02web.zoom.us/j/85796681619?pwd=2UNoflTrbAaKHpnkIDEtItpUoauopU.1>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 857 9668 1619

Passcode: 471242

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.



Workforce Services Committee Meeting

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

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<https://us02web.zoom.us/j/85796681619?pwd=2UNoflTrbAaKHpnkIDEtItpUoauopU.1>

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Thursday, February 13, 2025 – 1:30pm

AGENDA

Page

I. Call to Order: *Dr. Leonard Rivera, 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 September 12, 2024 Workforce Services Committee Meeting**.....4-6

VII. **Review of Committee Charter, Initiatives, and Strategic Board Goals for BCY 2025**.....7

VIII. **Items for Discussion and Possible Action:**

1. Review of Local Workforce Development Draft Board Plan PY2025-2028: *Alba Silvas*.....8-9
2. Board Policy # 4.0.100.00 – Program Policy and Services Guide: *Alba Silvas*.....10-12

(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)

IX. Information Only:

1. Services to Workers BCY2025 (Q1 Oct.-Dec.) (Q2 Jan.-March) (Q3 April-June) (Q4 July-Sept.)
 - a. Policy Review Schedule: *Alba Silvas*.....13-15
 - b. Program Updates: *Alba Silvas*.....16-18
2. Services to Business
 - a. Business Solutions Report: *Geri Escobar*.....19-20
3. Local Labor Market Intelligence
 - a. Jobs & Employment Report – Q1: *Allyson Riojas*.....21-25
4. Performance Measure Update
 - a. Board Contract Year 2023-24: *Alba Silvas*.....26-31
5. Facilities & IT Updates: *Shileen Lee*.....32

X. 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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**Workforce Services Committee
Roll Call Roster
February 13, 2025
(4 = Quorum)**

_____ Dr. Leonard Rivera, Chair

_____ Randy Seitz, Vice Chair

_____ Lance Brown

_____ Jose R. "Joey" Garcia III

_____ Jesse Gatewood

_____ Randy Giesler

_____ Manny Salazar

Signed

Printed Name

MINUTES
Workforce Solutions Coastal Bend – Workforce Services Committee
Mission Career Center – 4981 Ayers Street – Mission Training Room
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/82538011266?pwd=U0NQUjNBNmZUWjRHUnBKdHhzZ2dCUT09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 825 3801 1266

Passcode: 122195

September 12, 2024 – 1:30 pm

Committee Members

Present

Manny Salazar, Chair
Travis Nelson, Vice Chair
Lance Brown
Randy Giesler
Dr. Leonard Rivera

Absent

Randy Seitz

Others Present

Alba Silvas, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Allyson Riojas, Workforce Solutions
Ruben Aceves, Workforce Solutions
Zachary James, Workforce Solutions
Milanda Ballesteros, Workforce Solutions
Celina Leal, Workforce Solutions
Vicki Stonum, Workforce Solutions
Imelda Trevino, Workforce Solutions
Catherine Cole, Workforce Solutions
Xena Mercado, Workforce Solutions
Esther Velazquez, Workforce Solutions
Tony Armadillo, Workforce Solutions
Chakib Chehadi, C2GPS, LLC
Geri Escobar, C2GPS, LLC
Robert Reyna, C2GPS, LLC
April Mejia, C2GPS, LLC
Monica Cisneros, C2GPS, LLC
James Wilson, Texas Veterans Commission

Other Board Members Present

Raynaldo De Los Santos, Jr.

I. Call to Order

Mr. Salazar called the meeting to order at 1:30 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. De Los Santos, Jr., was 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 4981 Ayers Street and it is listed on the zoom call as Public. The laptop is available and open to the public.

VI. Discussion and Possible Action on Minutes of the May 9, 2024 Workforce Services Committee Meeting

Mr. Brown moved to approve the minutes of the May 9, 2024 Workforce Services Committee meeting. The motion was seconded by Dr. Rivera and passed.

VII. Items for Discussion and Possible Action

1. Target Occupation List (TOL) – 2024-2025
2. Board Policy # 4.0.111.06 – Customer File Documentation
3. Board Policy # 4.2.100.03 – Service Strategies
4. Board Policy # 4.5.100.10 – Work Search Requirement

Ms. Silvas presented information on the Target Occupation List (TOL) – 2024-2025 and the recommended updates to Board policies (included on pages 7-19 of the September 12 agenda packet).

Dr. Rivera moved to recommend to the Board of Directors approval of the revised Target Occupation List (TOL) – 2024-2025 and Board Policies # as presented. The motion was seconded by Mr. Brown and passed.

VIII. Information Only:

1. *Services to Workers BCY2024 (Q1 Oct.-Dec.) (Q2 Jan.-March) (Q3 April-June) (Q4 July-Sept.)*

a. Policy Review Schedule

Ms. Silvas presented the Policy Review Schedule (included on pages 20-22 of the September 12 agenda packet).

b. Program Updates & Veterans Services

Ms. Silvas provided information on program updates and Veterans Services (included on pages 23-25 of the September 12 agenda packet).

Ms. Silvas announced Ms. Cole is the point of contact for YOU CHOOSE!

Ms. Silvas mentioned there was ongoing planning work for the following events:

- September 18, 2024 – YOU CHOOSE!
- November 7, 2024 – Hiring Red, White & YOU!

Ms. Silvas recognized Ms. Trevino, C2 Global Professional Services and Vocational Rehabilitation Services team members for the Summer Earn & Learn (SEAL).

Ms. Silvas recognized Ms. Ballesteros, C2 Global Professional Services and Education to Employment Partners team members for the Educator Externship (EDEX).

Ms. Silvas recognized Ms. Leal and board team members for the Wal-Mart – PATHS Grant in partnership with Goodwill.

Dr. Rivera expressed gratitude and congratulated Ms. Silvas, the board and C2 team, for what they are providing is nothing shy of innovative as a workforce to our community which we serve.

Ms. Escobar provided an update on the Operations of Career Centers (included on page 24 of the September 12 agenda packet).

Ms. Escobar introduced Ms. Monica Cisneros, Deputy Director, Youth Program & Special Projects; and Ms. April Mejia, Deputy Director, Business Solutions for C2 Global Professional Services.

Mr. Reyna provided an update on Outreach and Services Delivery Strategies; High School and Higher Education Engagement; Community and Industry Partnerships; Mobile Career Center; Career Center Customer Traffic; Services to Workforce Career Center Customers and Unemployment Insurance (UI) Assistance (included on page 24 of the September 12 agenda packet).

Ms. Silvas provided an update on Veterans Services (included on pages 24-25 of the September 12 agenda packet).

2. *Services to Business*

a. Business Solutions Report

Ms. Escobar presented the Business Solutions Report (included on pages 26-27 of the September 12 agenda packet).

3. *Local Labor Market Intelligence*

a. Jobs and Employment Report – Q3

Ms. Riojas presented the Jobs and Employment Report – Q3 (included on pages 28-33 of the September 12 agenda packet).

Ms. Silvas and Mr. Salazar recognized Ms. Riojas for an excellent job on the Local Labor Market Intelligence and the reports she provides.

4. *Performance Measure Update*

a. Board Contract Year 2023-24

Ms. Silvas presented a performance measure update for the Board Contract Year 2023-24 (included on pages 34-40 of the September 12 agenda packet).

5. *Facilities Update*

Ms. Lee provided a facilities update (included on page 41 of the September 12 agenda packet).

IX. Adjournment

The meeting adjourned at 2:41 pm.

DISCUSSION AND POSSIBLE ACTION

VII. Review of Committee Charter, Initiatives, and Strategic Board Goals for BCY 2025

BACKGROUND INFORMATION

Workforce Services Committee Charter:

Responsible for monitoring all issues associated with the delivery of programs through the business and career centers and the quality of those services and services to persons with disabilities. Review issues associated with all workforce programs and make recommendations to the Board. Responsible for planning of facilities and physical locations of the centers and Board offices. Responsible for reviewing all issues associated with coordinating secondary and post-secondary education programs with the workforce training programs. Review issues associated with alternative learning programs, and review the quality issues of all these programs.

Agenda topics may include, but are not limited to: Core and Intensive Workforce Employment and Training Services and performance; services to persons with disabilities; Business Services activities and performance.

Board Strategic Goals:

Established in 2010, the strategic board goals were set to work towards increasing educational and employment opportunities for the people of the Coastal Bend region, 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

RECOMMENDATION

The Workforce Services Committee consider committee charter, initiatives and board strategic goals for BCY 2025; and take any appropriate action on the information presented.

DISCUSSION AND POSSIBLE ACTION

VIII – 1. Review of Local Workforce Development Draft Board Plan PY2025-2028

BACKGROUND INFORMATION

As set forth in Texas Workforce Commission (TWC)- Workforce Development Letter (WDL) 11-24, Local Workforce Development Board Planning Guidelines for Program Years 2025-2028 and consistent with the Workforce Innovation and Opportunity Act (WIOA) 108 and Texas Government Code 2308.304; each Board develops a four year local plan, in partnerships with their elected officials. The four year plan must also align with and support key priorities, goals and strategies outlined in the following state plans:

- Accelerating Alignment: Texas Workforce System Strategic Plan Fiscal Years 2024-2031.
- Texas Workforce Commission 2023-2027 Strategic Plan.
- WIOA Combined State Plan Program Years 2024-2027
- Adult Education and Literacy Strategic Plan Fiscal Years 2021-2026
- Child Care Workforce Strategic Plan 2023-2025

Key requirements:

1. Opportunity for public comment on the development of the plan must be provided by:
 - Making copies of the proposed plan modifications available to public through electronic and other means, such as public hearings and local new media;
 - Provide at least 15 days, but no more than 30 days in length; and
 - Provide any comments received, or statement that no comments were received, during the comment period
2. The plan must be approved in an open meeting, pursuant to Texas Government Code Chapter 551.

Actions taken to adhere to key requirements part of WDL 11-24:

1. 2025-2028 Local Workforce Development Draft Board Plan was completed, published for comment on January 24, 2025, WFSCB's website and other social media platforms.
2. The posting provided a hyperlink allowing the public to review the plan.
3. The posting provided specific instructions on how public comments may be made. These included: written comments, in person, or mail to the Chief Operating Officer February 8, 2025 before 5pm.
4. In addition, a Public Information and Listening Session was scheduled and advertised for Friday February 7, 2025, 12pm, at Staples Career Center, 520 N. Staples. CC. Tx. 78401.
5. Present the plan at Workforce Services Committee at meeting scheduled February 13, 2025 and recommend approval to Board of Directors meeting scheduled for February 26, 2025.

Actions taken to create the plan: The plan promotes communication, coordination, and collaboration among grantees, employers, economic development organizations, community-

based partners, and other service providers that support economic growth of the local workforce development area while meeting the needs of employers and job seekers.

The plan reflects the strengths of the local workforce development and may also provide information on areas for opportunity to elevate the services delivered to all our customers. In summary the plan reveals PARTNERSHIPS as a major strength and the continuous work by the talented workforce development board team members and our presence in the community as the convener for all workforce initiatives. Areas for opportunities reveal the on-going need for employer initiatives to create work based learning opportunities for our current and future workforce. In this area, we have made great strides due to sustainability of initiatives, innovative projects, diversification of funding, data based decision making and most important the feedback from the main beneficiaries, our customers.

The eleven (11) parts of the plan include:

- Part 1- Board Vision and Strategies
- Part 2- Economic and Workforce Analysis
- Part 3- Core Programs
- Part 4- One Stop Service Delivery
- Part 5- Workforce Investment Activities
- Part 6- Adult and Dislocated Workers
- Part 7- Fiscal Agent, Grants and Contracts
- Part 8- Performance
- Part 9- Training Services
- Part 10-Apprenticeships
- Part 11-Public Comment.

WFSCB Team provided a great deal of attention to make certain the key requirements were addressed and provide specific examples how our development board continues to elevate our service delivery, maintain, and create meaningful partnerships, adhere to program rules and continue to trend up in the quality of work. Great Job Team! The cycle continues, a modification to the plan will be due on or around March 2027.

The approved, 2025-2028 Local Workforce Development Board Draft Plan is due March 25, 2025 to TWC.

RECOMMENDATION

The Workforce Services Committee consider and recommend approval to board of directors for the 2025-2028 Local Workforce Development Draft Board Plan as presented.

DISCUSSION AND POSSIBLE ACTION

VIII – 2. Board Policy # 4.0.100.00 – Program Policy and Services Guide

BACKGROUND INFORMATION

1. Board Policy 4.0.100.00- Program Policy and Services Guide:

NEW- Policy created to attest WFSCB will utilize TWC Issued Services Guide(s) in the implementation of Service Delivery pertaining to programs listed on the policy.

RECOMMENDATION

The Workforce Services Committee consider approval of Board Policy as presented and recommendation to Board Of Directors' approval.

POLICY-DRAFT

CATEGORY:	Workforce Programs	No: 4.0.100.00
SUBJECT:	Program Policy and Services Guide	
SUPERSEDES:	N/A	
EFFECTIVE:	February 27, 2025	
BOARD APPROVAL:	February 26, 2025	
DATE OF LAST REVIEW:	February 13, 2025	

I. PURPOSE:

To establish criteria and provide guidance on the utilization Texas Workforce Commission (TWC) Program and Services guides for local implementation of service delivery.

II. DEFINITIONS: N/A

III. POLICY STATEMENT:

Workforce Solutions Coastal Bend shall utilize the TWC issued Program and Services Guides for the following:

1. Workforce Innovation Opportunity Act(WIOA) Guidelines for Adults, Dislocated and Youth.
2. Trade Adjustment Guide(TAA)
3. Supplemental Nutrition Assistance Program Employment and Training Guide (SNAP E&T)
4. Supplemental Nutrition Assistance Program Employment and Training(SNAP E&T) Third-Party Partnership Guide(SNAP E&T TPP)
5. Reemployment Services and Eligibility Assessment Guide(RESEA)
6. Rapid Response Guide
7. Noncustodial Parent Choices Guide(NCP)
8. Employment Services- Wagner Peyser Guide(ES)
9. Choices Guide

It is in the instances when the guides listed above direct the boards to set-up a local policy and/or extend local flexibility, then a local policy may be created.

IV. PROCEDURES:

This policy is applicable to WFSCB Board.

V. RELATED POLICY INFORMATION:

TWC published Guides.

VI. RESPONSIBILITIES:

The Board Contract Management must ensure that appropriate guide(s) are used for service delivery implementation. When local flexibility exists a local board policy may be created.

VII. FORMS AND INSTRUCTIONS: N/A

VIII. DISTRIBUTION:

- Board of Directors
- Board Staff
- Service Provider Staff

IX. SIGNATURES:

Reviewed by EOO Officer _____ Date _____

Executive Director _____ Date _____

INFORMATION ONLY

IX – 1a. Services to Workers BCY2025 – Policy Review Schedule

BACKGROUND INFORMATION

Board Team Members will be presenting Policy Review Schedule; **Attached.**

Workforce Services Committee 02.13.2025 – 1 Policy.

Policy Review Schedule-2025

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
Board Administration		
	1.0.100.01	Responsibilities of the Local Workforce System
	1.0.101.01	Standards of Conduct and Conflict of Interest
	1.0.102.01	Policy Development
	1.0.103.02	Open Meetings Policy
	1.0.104.02	Public Information Policy
	1.0.105.01	Reporting Conflict of Interest, Fraud and Abuse
	1.0.106.02	New Board Member Orientation and Training
	1.0.107.03	Communication Process
	1.0.108.00	Restrictions on Lobbying Activities and Expenditures
	1.0.109.00	Businesses Employing Undocumented Workers
	1.0.110.03	Equal Employment Opportunity
	1.0.111.00	Fraud, Waste, theft, and Program Abuse
	1.0.112.02	Discrimination Complaint Procedure
	1.0.113.00	Approval Process for Contracts, Contract Renewals, and Contract Amendments
	1.0.114.02	Storage and Use of Disability-Related and Medical Information
	1.0.115.01	Anonymous Complaints and Communications
	1.0.116.01	Approval Process for Micro-Purchases
	1.0.117.00	Firearms and Weapons Restrictions of WFSCB Premises
Workforce Programs		
	02.13.25	4.0.100.00
		Program Policy and Services Guide
	4.0.100.07	Incentives/Stipends
	4.0.101.14	Support Services
	4.0.102.02	Basic Skills Deficiencies
	4.0.103.06	Case Management
	4.0.104.02	Workforce Professional Development and Continuous Improvement
	4.0.106.02	Reasonable Distance
	4.0.107.03 (Annual)	Determination of Self-Sufficiency
	4.0.109.02	Credentials
	4.0.110.02	Integrated Complaints, Hearings, and Appeals
	4.0.111.06	Customer File Documentation
	4.0.113.06	OJT, Subsidized Employment, and Customized Training
	4.0.115.09	Program Non-Compliance
	4.0.117.03	Priority of Service and Data Collection
	4.0.118.02	Accessibility
	4.0.120.05	Limited English Proficiency (LEP)
	4.0.121.03	Reasonable Accommodations
	4.0.122.02	Outreach

Policy Review Schedule-2025

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
	4.0.123.00	Common Exit
	4.0.124.01	Documentation and Verification of Work Activities: Choices/SNAP E&T
<u>WIOA</u>		
	4.1.101.02	Follow-Up Services for WIOA Adults & Dislocated Workers
	4.1.103.01	Youth Eligibility Criteria
	4.1.104.08	Individual Training Accounts (ITAs)
	4.1.105.01	Apprenticeship Programs
	4.1.106.00	National Dislocated Worker Grants
<u>Choices</u>		
	4.2.100.03	Service Strategies
<u>Child Care</u>		
	4.3.100.06	Child Care Eligibility
	4.3.102.04	Assessing and Collecting Parent Share of Cost
	4.3.103.00	Attendance Requirements for Child Care Services
	4.3.104.00	Reapplication for Child Care Provider Agreement
	4.3.105.01	Child Care Related Funds Recovery
	4.3.106.01	Termination of Child Care
	4.3.107.00	Children of Military Parents on Deployment
	4.3.108.03	Child Care Provider Reimbursement Rate
	4.3.109.01	Eligible Child Care Providers
	4.3.111.00	American Recovery and Reinvestment Act (ARRA)
<u>Unemployment Insurance</u>		
	4.5.100.10 (Annual)	Work Search Requirement
<u>Quality Assurance & Monitoring</u>		
	5.0.100.02	Oversight and Monitoring
	5.0.101.03	Data Integrity
	5.0.102.03	Equal Opportunity - Accessibility Monitoring
<u>Property & Facilities</u>		
	6.0.100.00	Smoking in Workforce Solutions of the Coastal Bend Facilities
	6.0.101.01	Emergency Management & Business Recovery/Continuity of Operations Plan
	6.0.102.01	Accessibility for Persons with Disabilities
<u>Information Technology & Data Management</u>		
	7.0.100.03	Use of Electronic Media and Services
	7.0.101.02	Computer and Personally Identifiable Information Systems Access and Security
<u>Public Relations</u>		
	8.0.100.02	Strategic Marketing Standards and Guidelines

INFORMATION ONLY

IX – 1b. Services to Workers BCY2025 – Program Updates & Veterans Services

BACKGROUND INFORMATION

Board Team Members will provide updates on programs/grants, operation of career centers, and Veterans Services.

1. Updates as of Q1 (October 2024-December 2024).

PROGRAM/GRANT	UPDATES
1. CHOICES. 2. WIOA- Adult, Dislocated, Youth 3. SNAP Employment & Training 4. Non-Custodial Parent (NCP) 5. Re-Employment Services (RESEA) 6. Workforce Commission Initiatives (YOU CHOOSE! & Hiring Red, White & You). 7. Summer Earn & Learn (SEAL)	The Program Year(PY) began Oct. 1, 2024. And Q1 just wrapped up December 31,2024 Marking ¼ of the PY; Program meetings take place monthly to review initiatives. Operations meetings with board and C2 Management taking place to discuss service delivery, programs, business services, quality assurance, fiscal. December 2024- Annual Board of Directors Meeting- presented annual report.
NEW OPPORTUNITIES/PROJECTS	NOTES
1. Educator Externship (EDEX)- TWC	Received Notification of Award TWC-10 th Annual.
2. Educator Externship- Private	Received Notification of Private funding Award- 20 additional educators
3. Texas Internship Initiative- TWC	Received Notification of Award 5 th round.
4. Apprenticeship Expansion-TWC	Applied for Funds- Grant to start in July 2025- serve 50 apprentices
5. SNAP- Third Party Partnership (TPP)	Partnership with Goodwill- to expand on SNAP Services.
6. Eligible Training Provider (ETPL) EdVera System	The work continues- TWC weekly calls
7. TWIST-WIT Case Management System	Launch date Spring 2024- Major impact. Board and C2 started practice of data entry, services, assessments Summer 2023: Key input to TWC. Performance Data still pending.

2. Operation of Career Centers: Update to be provided by C2GPS Management regarding:

- Career Center Operations and Staffing.

- Outreach and Service Delivery Strategies.

Del Mar College- WFSCB Team member co-located at DMC Center for Economic Development, Continuing Education Department. Orientation, eligibility, and assessment available for WIOA Services.

Goodwill Industries of South Texas- During the first quarter of the program year, WFSCB and Goodwill Industries of South Texas implemented the Third Partner Reimbursement Program (TPP) in the Coastal Bend. Through the SNAP TPP Program, WFSCB and Goodwill can coordinate resources and service delivery in order to serve more SNAP recipients and connect them to short-term training, support resources, and employment opportunities. Digital site/page developed for real-time communication.

Both of these partnerships align with the following strategic goals: Establishing and Strengthening partnerships, Increase workforce engagement, and improve internal efficiencies.

- Partnership Highlights.

211-United Way-WFSCB Management Team met with 211-United Way in September 2024 to review referral process and to connect 211 POC with the local management team. In October 2024, United Way and C2 Leadership met to review the WFSCB Community Resource Guide and to review the information that can be added and updated for 211.

Coastal Bend College– Quarterly Touchpoint Meeting held in October 2024. CBC introduced their new Airframe Program faculty member, and their new Strategic Enrollment Manager. CBC provided information and updates on their Occupational Skills Awards initiative, credentialing initiative with TDCJ, and their upcoming Opportunity HS Diploma program. WFSCB promoted all Workforce programs, HRWY, and introduced our new Deputy Director for Youth Programs.

Community Action Corporation of South Texas – WFSCB Staff met with CACOST in October 2024 to discuss services, referrals, and to make introductions between front-line staff. WFSCB provided a tour of our facility and an overview of the customer experience when an individual seeks services and resources. CACOST staff met with Customers Solutions Representatives and Career Advisors during the meeting.

Del Mar College – Met with DMC representatives during September and October 2024 to discuss the logistics around the WFSCB staff officing out of the DMC CED beginning in Q1. WFSCB also worked directly with the Workforce Programs Department to facilitate a group eligibility session for their Fall 2024 Ironworkers Cohort. The DMC initiative was coordinated with Kiewit, and WFSCB committed to supporting eligible participants with tuition and support services.

Nueces County Community Action Agency – Quarterly meeting with NCCAA to discuss services and programs. NCCAA received instructions and guidance on our referral process. We also discussed to help facilitate training and orientation for their staff in early 2025 after they complete an internal reorganization.

- Career center customer traffic; in-person or virtual Q1 Oct-Dec 2024.
Staples 8779, Alice 1679, Beeville 984,
Falfurrias 4, Kingsville 720, Rockport 130, Sinton 976.
- Services to Workforce Career Center Customers Q1 Oct-Dec 2024.
New WIT Registrations: 4141
Unique Customers Served: 8804
Total Job Referrals Made: 7509
Total Services Received: 53,232
- Unemployment Insurance(UI) Assistance-April-June 2024. In parenthesis= Q2 traffic count.
RESEA Claimants Served- 201
Individuals Assisted with UI Claim Assistance- 181
Unique Claimants Assisted with Workforce Services- 2125

3. Veterans Services:

- Military Family Support Program(MFSP) is no longer a program. WFSCB will apply for TWC funds to continue to outreach and serve Veterans. Currently the WIOA program is still the #1 source for funding for Veterans.
- Engagement with Texas Veterans Commission, Texas Veteran Leadership Program, Texas Veterans Network.
- Hiring Red, White & You! November 2025—Planning to begin in the Spring 2025.

Aligns with Strategic Goals: 1) Establish and Strengthen Partnerships, 2) Effectively/Efficiently Target Rural Area Services, 5) Increase Workforce Awareness, and 6) Improve Internal Efficiencies

INFORMATION ONLY

IX – 2a. Services to Business – Business Solutions Report

BACKGROUND INFORMATION

Board Team Members and C2 Management will provide updates on Business Services for Q1. Oct-Dec 2024.

1. Activity Spotlight- Job Fairs and Hiring Events

Total Events-3

Total Job Seekers- 748

Total Number of Employer Representatives- 96

- 15 Business Sector
- 9 Health Sector
- 37 Professional Skills & Trades
- 30 Public Services

Coastal Bend Maritime Career Expo & Job Fair 10.02.2024

- 96 Employers
- 16 School Districts
- 422 Students
- 201 Job Seekers

Hiring Red, White, and You! 11.07.2024

- 86 Employers
- 547 Job Seekers
- 116 Veterans

2. Innovation, Growth and Capacity Building

Continuous Process Improvement

- Worked with employers focused on establishing opportunities for youth participation and ensuring they understand the need for youth engagement. Highlight the profound influence employers have on youth in the community by offering practical experience.

Partnership Highlights

- Del Mar College Small Business Development Center - Currently reengaging to review programs offered to businesses. The focus is on new incentives for local businesses, including cybersecurity initiatives and grant-funded internships for small businesses.
- Established a new partnership with the TEEX-COAST program to provide no-cost training opportunities to employers' workforces and individuals seeking to upskill their abilities. This collaboration aims to enhance workforce development and support career advancement. Collaborative meetings with our partners to strengthen our relationships and continue meeting their needs.

New Employer Engagements

- Professional Skills and Trades Sector: Bedrock Truck Beds- December 2024
Built a strong relationship with the new director, who expressed appreciation for our previous support. To address the organization's staffing needs, a hiring event was held, resulting in the successful recruitment of (7) welders. Additionally, we facilitated a work experience opportunity for a WIOA Youth customer, who has the opportunity to transition into a full-time position.
Advancement: Leveraging strong industry relationships to adapt and secure new opportunities for youth employment, particularly in rural areas.
- Business Sector : Island Architects- October 2024
Established a youth work experience placement with newly engaged Architects that provided a recent college graduate with a unique opportunity to gain industry knowledge. The candidate accepted the placement and was subsequently hired by the employer.

Board Strategic Goals: Effectively/efficiently Target Rural Area Service, Increase Workforce Solutions Awareness.

INFORMATION ONLY

IX – 3a. Local Labor Market Intelligence – Jobs & Employment Report – Q1

BACKGROUND INFORMATION

Jobs and Employment Report

Month-Over-Month Shifts

In the [Texas Workforce Commission's](#) December 2024 labor market report, the Coastal Bend region's unemployment rate decreased 0.6 percentage points from 4.6% to 4.0%. Among the eleven counties within the Coastal Bend region, ten counties reported a decrease in unemployment during the same period. As of December 2024, the region's unemployment rate of 4.0% reflects 10,864 residents actively seeking employment, with 10,879 job openings across a variety of industries.

An unemployment rate of around 4% is generally considered close to "full employment," meaning most people who want to work can find jobs, though some may be temporarily between jobs or changing careers, it is an excellent indicator of a healthy economy.

Year-Over-Year Changes

The Coastal Bend region experienced a year-over-year increase in unemployment, slightly rising by 0.2 percentage points from 3.8% in December 2023 to 4.0% in December 2024

State and National Trends

Month-Over-Month:

- **Texas:** The non-seasonally adjusted unemployment rate decreased 0.5 percentage points from 4.2% in November 2024 to 3.7% in December 2024.
- **Nationally:** The non-seasonally adjusted unemployment rate also had a decrease of 0.2 percentage points from 4.0% to 3.8%.

Year-Over-Year:

- **Texas:** The unemployment rate increased by 0.2 percentage points, from 3.5% in December 2023 to 3.7% in December 2024.
- **Nationally:** The unemployment rate increased by 0.3 percentage points, from 3.5% in December 2023 to 3.8% in December 2024.

Sectors Driving Growth

Both the Coastal Bend region and the Corpus Christi Metropolitan Statistical Area (MSA) displayed growth in diverse industries, weekly wages, and year-over-year employment statistics.

The Financial Activities sector experienced a 2.0% increase across the region, while both the Manufacturing and Education and Health Services sectors saw a 1.1% year-over-year growth compared to December 2023.

In the Corpus Christi MSA, the Financial Activities sector led year-over-year growth with a 5.3% increase from 2023 to 2024, followed closely by the Private Education and Health Services sector, which grew by 3.0% during the same period.

Quartile 1: Labor Market Data Requests

Q1: LMI Request

1. County Overview, Community Indicators Report, Unemployment by Industry - County view (10.11.2024)
2. Governor's RFI Data - Project Labrador - Population, Demographics, Occupations/Wages (10.18.2024)
3. Broadband Industry/Occupations (10.18.2024)
4. Industrial Mechanics vs Process Technology Information (10.24.2024)
5. Top 10 Employers and Business Size Report (10.29.2024)
6. Construction and Extraction Helper - Occupations Jet Grant (11.08.2024)
7. Top 20 Highest Ranked Occupations - Corpus Christi MSA (11.18.2024)

Q2: LMI Request

1. Industrial Occupations Report (1.08.2025)
2. Welders for Jet Grant (1.16.2025)
3. Medical Assistants for Jet Grant (1.16.2025)

Coastal Bend Workforce Area

(Not Seasonally Adjusted Unemployment Rates by WDA, MSA, & County)

Area	Area Type	Latest Monthly Data December 2024						Previous Monthly Data November 2024				Year Ago December 2023			
		Labor Force	Employment	Unemployment	Rate	M+-	Y+-	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	167,746,000	161,294,000	6,452,000	3.8	-0.2	0.3	168,164,000	161,456,000	6,708,000	4.0	166,661,000	160,754,000	5,907,000	3.5
Texas	State	15,591,398	15,012,362	579,036	3.7	-0.5	0.2	15,621,025	14,965,515	655,510	4.2	15,090,824	14,564,917	525,907	3.5
Corpus Christi	MSA	213,022	204,556	8,466	4.0	-0.5	0.3	213,451	203,926	9,525	4.5	207,896	200,124	7,772	3.7
Coastal Bend	WDA	268,313	257,449	10,864	4.0	-0.6	0.2	269,184	256,889	12,295	4.6	261,047	251,110	9,937	3.8
Aransas Pass	County	9,720	9,313	407	4.2	-0.6	0.0	9,780	9,308	472	4.8	9,499	9,104	395	4.2
Bee	County	9,435	8,961	474	5.0	-0.5	0.7	9,624	9,090	534	5.5	9,088	8,696	392	4.3
Brooks	County	2,255	2,144	111	4.9	-0.9	0.1	2,268	2,137	131	5.8	2,242	2,134	108	4.8
Duval	County	5,133	4,921	212	4.1	-0.5	-0.1	5,152	4,913	239	4.6	4,943	4,735	208	4.2
Jim Wells	County	16,357	15,605	752	4.6	-0.7	0.2	16,418	15,556	862	5.3	15,604	14,925	679	4.4
Kenedy	County	124	114	10	8.1	1.1	-0.4	128	119	9	7.0	118	108	10	8.5
Kleberg	County	13,500	12,961	539	4.0	-0.7	0.1	13,630	12,991	639	4.7	13,092	12,585	507	3.9
Live Oak	County	5,274	5,095	179	3.4	-0.6	0.2	5,253	5,043	210	4.0	5,028	4,867	161	3.2
Nueces	County	172,791	166,130	6,661	3.9	-0.5	0.3	173,128	165,588	7,540	4.4	168,663	162,534	6,129	3.6
Refugio	County	3,213	3,092	121	3.8	-0.7	0.5	3,260	3,114	146	4.5	3,036	2,936	100	3.3
San Patricio	County	30,511	29,113	1,398	4.6	-0.4	0.4	30,543	29,030	1,513	5.0	29,734	28,486	1,248	4.2

(M+-) Change in unemployment rate from last month (Increase) (Decrease)

(Y+-) Change in unemployment rate from last year (Increase) (Decrease)

- Earnings for all occupations Coastal Bend, expressed as hourly rate (TWC):

Coastal Bend Texas	All Occupations- All Occupations-	Average \$17.76/hr.	Entry level \$10.89/hr.	Experienced workers \$29.14/hr.	Top 10% \$33.56/hr.
		Average \$18.76/hr.	Entry level \$11.70/hr.	Experienced workers \$33.25/hr.	Top 10% \$39.64/hr.

- Educational Attainment for population 25 years of age and older - Corpus Christi (Census American Fact Finder/American Community Survey):

Less than 9th grade 7.0%	12th grade & GED 27%	Associates degree 8.0%	Graduate or Professional 11%
9th thru 11th grade 10%	Some College 24%	Bachelor's degree 13%	

- Median earnings Corpus Christi by education for persons 25 years of age & up (Census AFF/ACS):

\$27,211 (\$36,380 male/\$22,328 female)

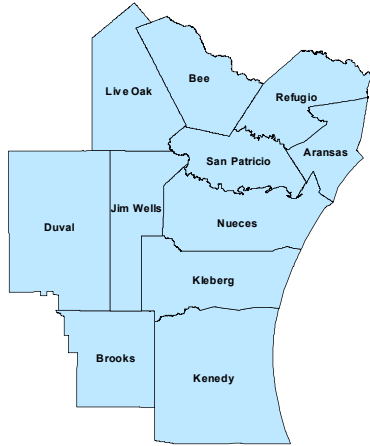
Less than High School &	\$15,437	Some College or Associates Bachelor's	\$44,078	Graduate or Professional	\$56,681
	\$26,818				

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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 1-800-735-2988or 7-1-1 (Voice)**

Coastal Bend Workforce Development Area

December 2024



WDA Labor Force Statistics

	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	268,313	269,488	261,047	7,266
Employed	257,449	257,207	251,110	6,339
Unemployed	10,864	12,281	9,937	927
Unemployment Rate	4.0%	4.6%	3.8%	0.2%

Texas Labor Force Statistics

	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	15,591,398	15,620,707	15,090,824	500,574
Employed	15,012,362	14,965,379	14,564,917	447,445
Unemployed	579,036	655,328	525,907	53,129
Unemployment Rate	3.7%	4.2%	3.5%	0.2%

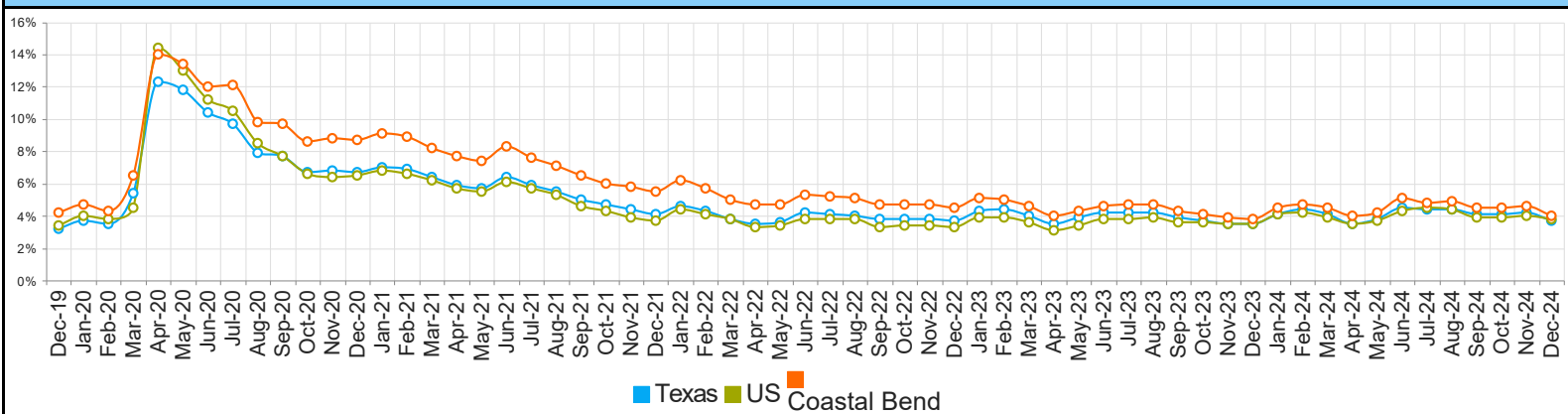
US Labor Force Statistics

	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	167,746,000	168,164,000	166,661,000	1,085,000
Employed	161,294,000	161,456,000	160,754,000	540,000
Unemployed	6,452,000	6,708,000	5,907,000	545,000
Unemployment Rate	3.8%	4.0%	3.5%	0.3%

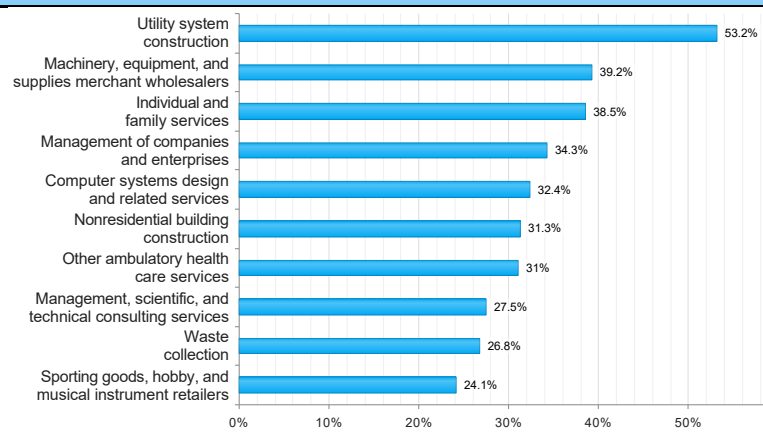
Continued Claims for the Week of the 12th

	Dec-24	Nov-24	Dec-23	Yearly Change
WDA	2,068	1,841	1,908	160
Texas	122,026	116,908	114,107	7,919

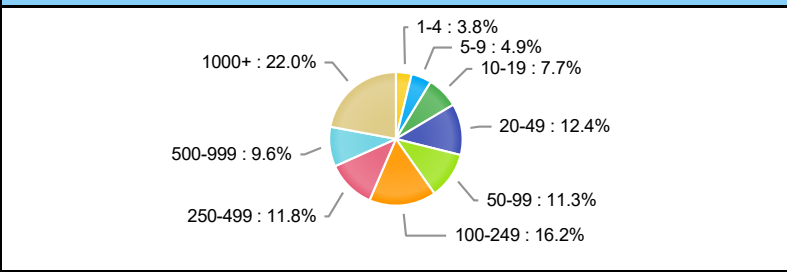
Historical Unemployment Rates



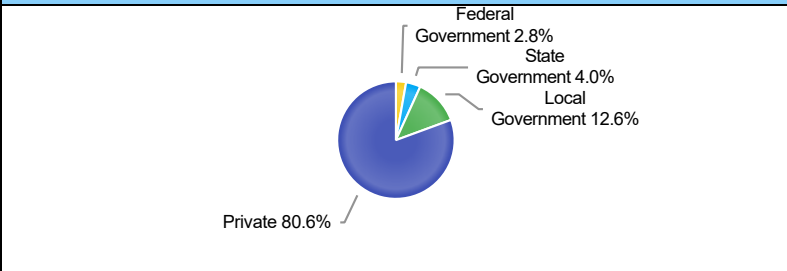
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



Employment by Size Class (2nd Quarter 2024)



Employment by Ownership (2nd Quarter 2024)



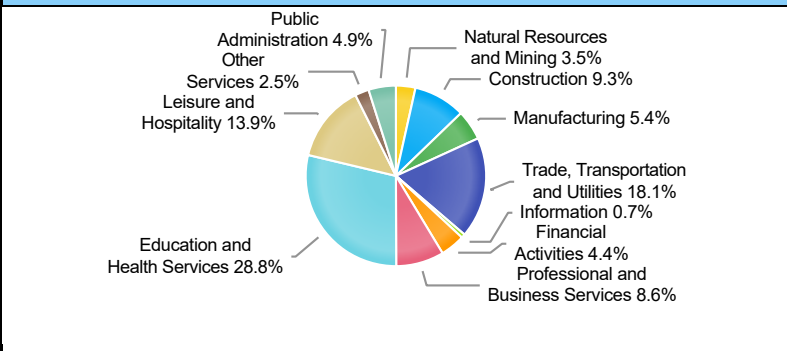
Average Weekly Wage (2nd Quarter 2024)

	Q2 2024	Q1 2024	Q2 2023	Quarterly Change	Yearly Change
WDA	\$1,083	\$1,145	\$1,036	-\$62	\$47
Texas	\$1,381	\$1,540	\$1,321	-\$159	\$60
US	\$1,390	\$1,527	\$1,332	-\$137	\$58

Employment by Industry (2nd Quarter 2024, Percent Change)

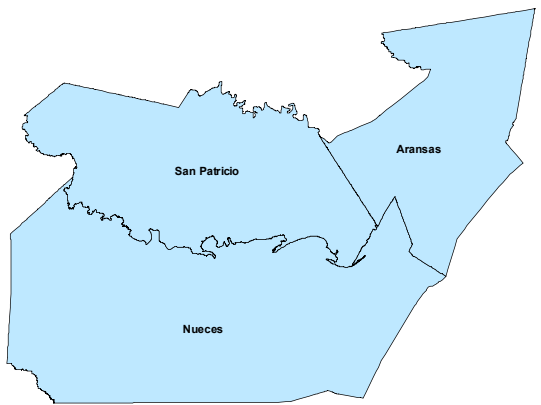
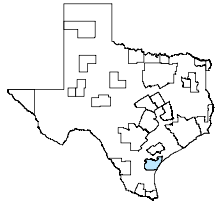
Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	8,207	3.5%	1.5%	-1.2%
Construction	22,124	9.3%	-6.3%	-2.4%
Manufacturing	12,904	5.4%	-2.1%	1.1%
Trade, Transportation and Utilities	42,905	18.1%	0.0%	1.0%
Information	1,600	0.7%	0.5%	-2.0%
Financial Activities	10,560	4.4%	4.9%	2.0%
Professional and Business Services	20,350	8.6%	-0.9%	-6.9%
Education and Health Services	68,315	28.8%	-0.1%	1.1%
Leisure and Hospitality	32,888	13.9%	5.4%	-1.3%
Other Services	5,971	2.5%	-0.2%	-2.3%
Public Administration	11,532	4.9%	0.3%	-0.1%

Employment by Industry (2nd Quarter 2024)



Corpus Christi MSA

December 2024

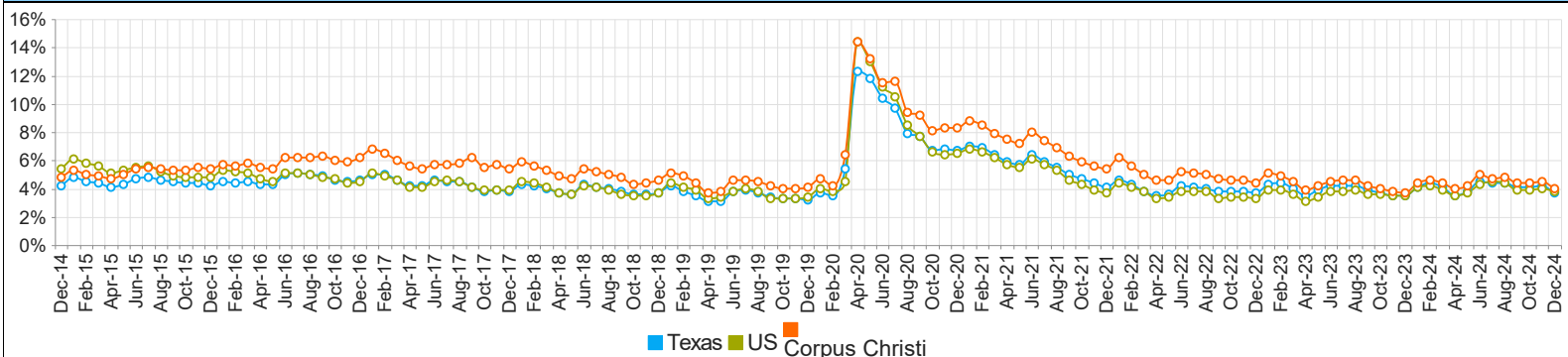


MSA Labor Force Statistics				
	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	213,022	213,713	207,896	5,126
Employed	204,556	204,195	200,124	4,432
Unemployed	8,466	9,518	7,772	694
Unemployment Rate	4.0%	4.5%	3.7%	0.3%

Texas Labor Force Statistics				
	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	15,591,398	15,620,707	15,090,824	500,574
Employed	15,012,362	14,965,379	14,564,917	447,445
Unemployed	579,036	655,328	525,907	53,129
Unemployment Rate	3.7%	4.2%	3.5%	0.2%

US Labor Force Statistics				
	Dec-24	Nov-24	Dec-23	Yearly Change
Civilian Labor Force	167,746,000	168,164,000	166,661,000	1,085,000
Employed	161,294,000	161,456,000	160,754,000	540,000
Unemployed	6,452,000	6,708,000	5,907,000	545,000
Unemployment Rate	3.8%	4.0%	3.5%	0.3%

Historical Unemployment Rates



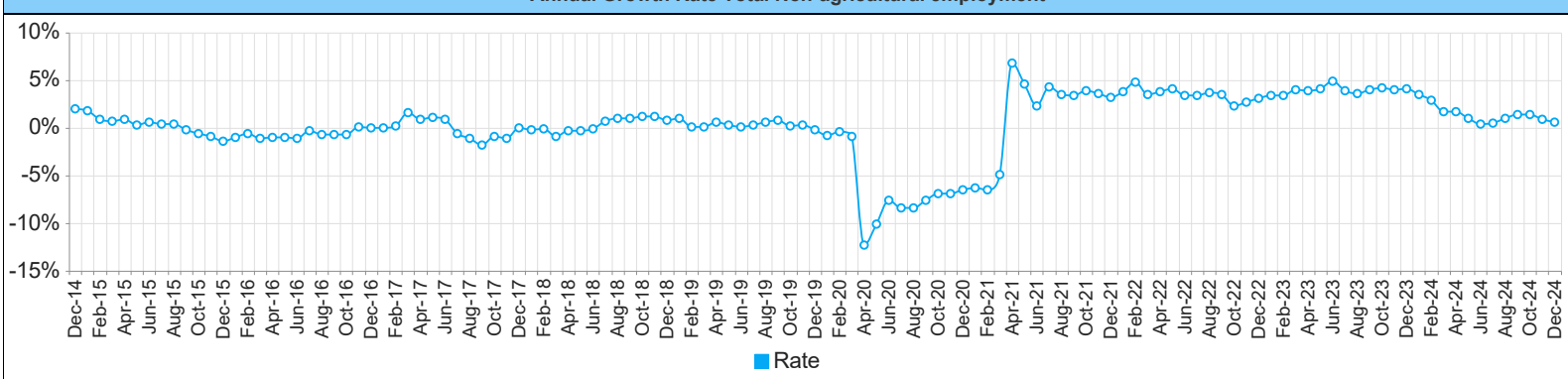
Employment by Size Class (2nd Quarter 2024)

Wages by Industry (in millions) (2nd Quarter 2024)

QCEW Employment by Size Class data for MSA profiles will be available here in the first quarter of 2025. Current data and chart can be found in the QCEW tab of Popular Downloads at <https://texaslmi.com/Home/PopularDownloads>.

QCEW Wages by Industry data for MSA profiles will be available here in the first quarter of 2025. Current data and chart can be found in the QCEW tab of Popular Downloads at <https://texaslmi.com/Home/PopularDownloads> or the QCEW section of LMI by Category at <https://texaslmi.com/LMIbyCategory/QCEW>

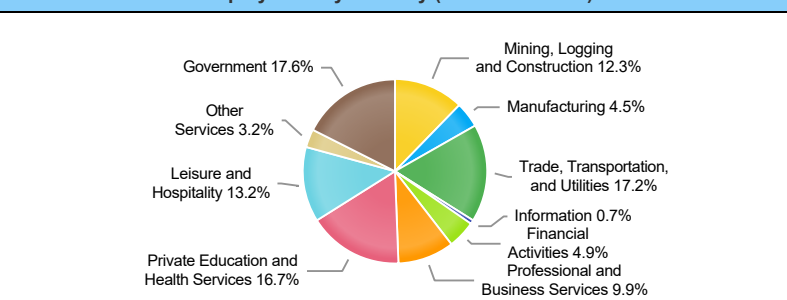
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (December 2024)

Employment by Industry (December 2024)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	202,900	0.0%	0.6%
Mining, Logging and Construction	24,900	-1.6%	0.0%
Manufacturing	9,100	0.0%	0.0%
Trade, Transportation, and Utilities	34,800	1.2%	-0.6%
Information	1,400	0.0%	0.0%
Financial Activities	9,900	1.0%	5.3%
Professional and Business Services	20,000	-1.0%	-2.9%
Private Education and Health Services	33,800	0.0%	3.0%
Leisure and Hospitality	26,800	-0.4%	0.4%
Other Services	6,500	0.0%	1.6%
Government	35,700	0.6%	1.1%

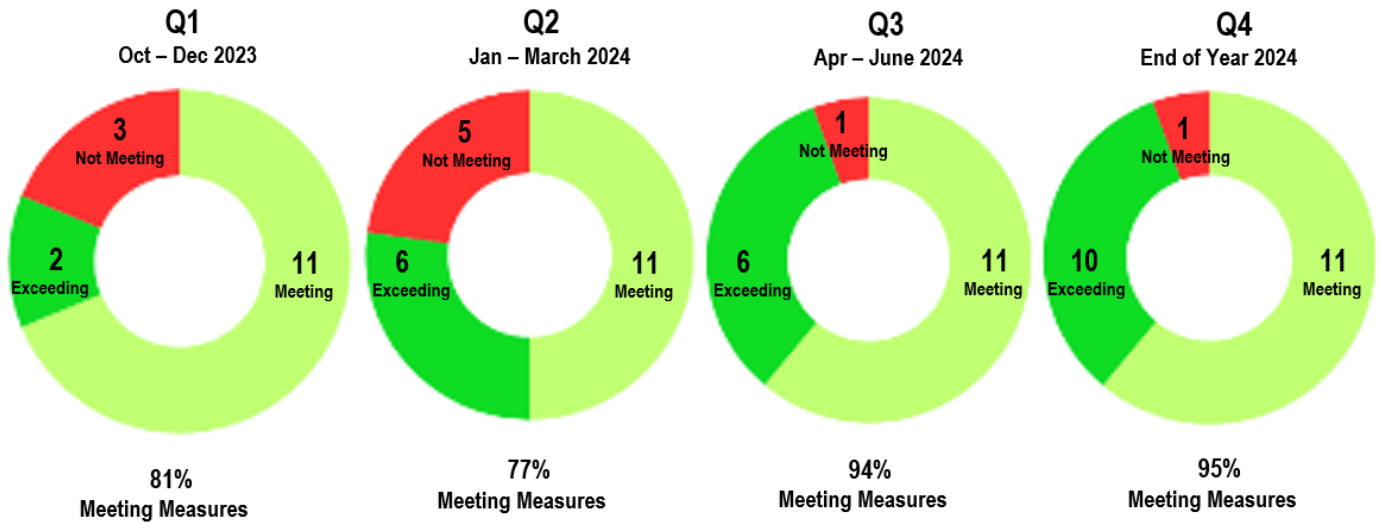


INFORMATION ONLY

IX – 4a. Performance Measure Update – Board Contract Year 2023-24

BACKGROUND INFORMATION

Performance Measure Update (End of Year 2024 Final Release) Performance Synopsis Board Contract Year: 2024



Background

Listed below are the TWC Performance Measures definitions and an indication of whether the individual measures are attained or not, Target % and Current %. The Percentages of target attained are represented by the following:

Non-WIOA Measures	WIOA Measures
+P (Exceeding) – Meeting performance – Greater than 105%	+P (Exceeding) – Meeting performance – Greater than 110%
MP – Meeting performance – Greater than 97.5% and Equal to or Less than 105%	MP – Meeting performance – Greater than 95% and Equal to or Less than 110%
MP – Meeting at Risk – Equal to or Greater than 95% and Equal to or Less than 97%	MP – Meeting at Risk – Equal to or Greater than 90% and Equal to or Less than 95%
P – Not meeting performance – Less than 95%	P – Not meeting performance – Less than 90%

Explanation of Measures **in Negative Performance** for End of Year 2024

Performance Measure	Current		Current Performance	YTD Current % Target	EOY % Goal
	Numerator	Denominator			
Employed/Enrolled Q2 Post Exit – Youth	77	117	65.80%	88.68%	74.20%

Board Actions: Performance Update

TWC has identified some inaccuracies in the measures and intends to release an updated EOY MPR. WFSCB has not been given a timeline for this release. Until the updated MPR is available, it is unclear if this measure will change.

C2GPS has implemented tools and strategies designed to improve overall performance and help achieve meeting status. Board Contract Managers are convening biweekly to discuss changes, upcoming measures, and projections.

BCY25 Performance Measure New Measures/Changes

For BCY25, TWC implemented four (4) changes: the replacement of two (2) existing measures and the addition of two (2) new measures bringing the total number of contracted measures from 22 to 24.

- 1. Successful Texas Talent Assistance Rate** will be added as a *new measure*. This measure serves as a new Employer Service Outcome measure. The measure looks at the employers who received Texas Talent Assistance in the prior year and who had successful outcomes. Employers who received services associated with hiring are considered to have been successfully served if they make a New Employment Connection of a TWC Active TWC Job Seeker (both defined below under #2) within the next two (2) calendar quarters.
- 2. Active Job Seeker New Employment Connection Rate** to be added as a new measure *replacing* Career & Training Employed/Enrolled Q2 Post Exit. The Employed/Enrolled measure is not well aligned with customer need as it doesn't matter how long it takes to get a person a job or into education – as long as they are employed or enrolled in education/training in the 2nd quarter after exit (even if they were unemployed for 4 years doing job search), it is considered successful. In addition, WIOA-based measures like Employed/Enrolled Q2 Post-Exit only include outcomes of “participants” who people determined eligible for services and then receive at least one staff-assisted service that is not an information-only service (an information-only service is something generic which is unrelated to the specific needs of the individual job seeker) on at least one day.
- 3. Employment Connection Rate** to be added as a new measure *replacing* Career & Training Employed/Enrolled Q2-Q4 Post Exit. The Employed/Enrolled Q2-Q4 measure is not as flawed as the Employed/Enrolled Q2 measure but it still only focuses on Participants and does not allow data to measure the impact of the system helping job seekers self-service successfully. This new measure looks at all New Employment Connections made between a TWC-served Active Job Seeker or Training/Education participant and an employer to determine what percentage of those connections last at least two additional quarters.
- 4. Job Search Success Rate** to be added as a *new measure*. The measure looks at the percentage of parents who were enrolled in Initial Job Search Child Care and who became employed at a sufficient level to qualify them to extend access to subsidized child care, as evidenced the continuation of CC after the Initial Job search period. This takes a concept that had been run for incentive awards and makes it a contracted measure.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target

BOARD CONTRACT YEAR 2024 YEAR END REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	104.76%	88.70%	90.78%	82.87%	122.24%	108.45%	88.94%	104.53%	83.29%	103.26%	93.64%	92.78%	108.39%	119.92%	125.20%
Borderplex	110.86%	99.76%	150.25%	105.88%	112.64%	82.79%	76.06%	127.84%	88.69%	108.93%	76.42%	95.24%	125.00%	96.89%	163.45%
Brazos Valley	98.28%	101.32%	96.59%	89.77%	95.94%	102.50%	85.51%	94.31%	81.88%	78.47%	106.50%	91.63%	101.20%	148.13%	142.60%
Cameron	104.00%	118.48%	125.13%	103.43%	114.62%	131.75%	112.11%	158.96%	117.65%	81.41%	81.99%	95.42%	85.94%	95.08%	122.01%
Capital Area	116.80%	101.68%	110.60%	104.10%	85.64%	118.44%	99.60%	123.51%	94.72%	82.55%	82.00%	96.57%	151.67%	79.35%	92.83%
Central Texas	112.30%	106.37%	99.91%	98.57%	122.63%	98.12%	105.06%	119.10%	117.96%	125.60%	92.76%	94.75%	116.91%	77.55%	134.21%
Coastal Bend	119.16%	92.52%	129.22%	98.66%	105.10%	107.73%	113.13%	123.41%	101.76%	90.52%	88.68%	99.43%	142.53%	143.98%	114.56%
Concho Valley	95.47%	115.86%	111.07%	109.76%	127.00%	117.65%	90.47%	80.42%	87.94%	135.87%	123.00%	81.57%	177.06%	54.68%	168.16%
Dallas	101.32%	95.91%	117.59%	104.10%	104.32%	109.79%	98.70%	118.41%	88.96%	100.00%	97.04%	91.73%	111.09%	109.51%	80.75%
Deep East	107.99%	98.39%	107.24%	110.10%	93.36%	100.82%	93.52%	115.26%	95.69%	103.94%	87.22%	94.14%	114.66%	73.11%	116.47%
East Texas	97.26%	99.72%	98.44%	105.17%	99.04%	109.32%	99.09%	97.32%	92.05%	89.67%	102.00%	109.89%	105.36%	49.17%	107.74%
Golden Crescent	114.44%	103.16%	153.73%	97.92%	102.16%	112.65%	94.12%	95.55%	88.24%	99.23%	102.71%	121.14%	167.42%	94.40%	124.91%
Gulf Coast	101.98%	98.90%	100.56%	81.86%	110.61%	103.01%	94.21%	129.09%	82.55%	98.80%	89.99%	94.90%	131.13%	76.84%	104.12%
Heart of Texas	109.83%	102.53%	199.43%	100.14%	101.49%	90.47%	111.59%	89.03%	88.85%	65.27%	84.22%	91.46%	89.98%	82.99%	101.57%
Lower Rio	99.29%	86.08%	118.78%	103.96%	97.32%	108.75%	102.60%	121.14%	110.94%	104.94%	91.20%	103.28%	152.55%	135.80%	85.17%
Middle Rio	83.29%	73.24%	98.59%	127.51%	103.70%	105.29%	88.24%	80.55%	94.12%	101.73%	69.01%	74.96%	97.34%	65.15%	115.92%
North Central	106.61%	96.23%	105.52%	98.98%	105.72%	103.51%	96.39%	117.52%	87.08%	95.38%	97.16%	101.57%	103.38%	116.09%	108.43%
North East	108.12%	107.63%	133.55%	93.38%	117.15%	98.00%	108.62%	120.20%	115.20%	109.96%	99.63%	122.24%	112.73%	139.83%	149.55%
North Texas	86.94%	99.46%	88.74%	81.44%	78.54%	95.49%	100.24%	81.48%	94.22%	98.00%	98.28%	79.50%	87.64%	n/a	126.23%
Panhandle	102.82%	102.54%	113.21%	106.32%	106.98%	119.41%	101.56%	116.89%	93.47%	97.01%	116.06%	103.75%	138.77%	92.92%	77.30%
Permian Basin	102.47%	89.10%	91.52%	110.67%	111.53%	107.06%	94.90%	97.74%	95.85%	104.76%	105.82%	104.43%	231.68%	85.18%	118.35%
Rural Capital	103.53%	98.40%	85.31%	67.49%	103.83%	105.90%	92.06%	123.85%	84.35%	109.78%	88.24%	97.11%	120.77%	154.15%	75.62%
South Plains	100.47%	103.75%	113.70%	98.46%	111.75%	117.65%	117.65%	121.46%	105.88%	135.87%	102.27%	88.78%	99.36%	152.07%	141.67%
South Texas	101.23%	86.87%	120.16%	112.88%	116.09%	97.18%	109.44%	88.72%	109.76%	105.88%	111.36%	101.20%	157.32%	105.04%	135.54%
Southeast	106.22%	99.74%	87.20%	105.34%	134.93%	93.29%	94.70%	96.33%	111.68%	118.21%	99.19%	101.80%	118.30%	117.43%	134.64%
Tarrant	103.68%	102.20%	104.50%	110.06%	127.51%	97.22%	91.85%	110.50%	85.55%	118.73%	95.15%	96.69%	115.92%	118.26%	124.13%
Texoma	108.12%	106.54%	159.16%	106.24%	97.76%	122.70%	43.36%	160.61%	107.13%	104.59%	86.27%	92.80%	107.04%	124.19%	140.13%
West Central	105.95%	103.64%	107.65%	136.43%	124.51%	117.65%	111.47%	113.98%	103.88%	108.21%	98.01%	103.06%	162.21%	123.52%	179.37%
+P	5	2	14	6	13	8	5	17	5	5	3	2	18	12	19
MP	21	21	11	17	13	19	18	6	12	18	15	22	7	6	5
-P	2	5	3	5	2	1	5	5	11	5	10	4	3	9	4
% MP & +P	93%	82%	89%	82%	93%	96%	82%	82%	61%	82%	64%	86%	89%	67%	86%
From	7/22	1/22	7/22	1/22	7/23	7/22	1/22	7/22	1/22	7/23	7/22	1/22	7/22	1/22	7/23
To	6/23	12/22	6/23	12/22	6/24	6/23	12/22	6/23	12/22	6/24	6/23	12/22	6/23	12/22	6/24

BOARD CONTRACT YEAR 2024 YEAR END REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg TX Talent Assistance	Choices Full Engagement Rate	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	100.30%	101.79%	90.14%	102.58%	113.38%	129.66%	103.08%	5	12	5	77%
Borderplex	100.91%	100.60%	93.94%	97.82%	102.23%	96.84%	107.63%	7	10	5	77%
Brazos Valley	102.27%	100.36%	98.03%	107.23%	114.48%	105.48%	108.92%	6	12	4	82%
Cameron	107.27%	97.26%	115.77%	104.13%	105.16%	106.32%	99.94%	12	7	3	86%
Capital Area	101.82%	102.38%	102.68%	85.15%	150.77%	147.68%	96.94%	7	10	5	77%
Central Texas	99.85%	98.21%	124.23%	105.05%	90.15%	120.10%	99.34%	10	10	2	91%
Coastal Bend	98.79%	100.83%	99.16%	108.52%	102.19%	105.90%	115.52%	10	11	1	95%
Concho Valley	105.76%	99.52%	98.59%	108.77%	145.62%	125.00%	98.98%	12	6	4	82%
Dallas	96.97%	97.98%	104.23%	94.60%	98.54%	107.98%	98.21%	4	15	3	86%
Deep East	98.64%	97.38%	80.85%	105.13%	118.50%	123.62%	100.07%	7	12	3	86%
East Texas	105.76%	102.62%	79.44%	107.98%	148.76%	86.32%	98.76%	3	15	4	82%
Golden Crescent	107.12%	103.10%	99.16%	106.90%	144.97%	80.00%	88.31%	9	10	3	86%
Gulf Coast	96.52%	97.74%	78.17%	95.78%	132.42%	115.06%	109.69%	6	11	5	77%
Heart of Texas	104.70%	100.48%	75.92%	107.20%	200.31%	100.34%	99.62%	4	11	7	68%
Lower Rio	108.33%	97.98%	117.46%	106.15%	100.46%	141.80%	100.36%	9	11	2	91%
Middle Rio	107.58%	88.21%	94.51%	95.30%	131.68%	120.20%	99.63%	5	8	9	59%
North Central	97.27%	100.00%	99.30%	90.27%	137.59%	113.80%	104.49%	4	16	2	91%
North East	93.18%	98.33%	117.61%	107.18%	127.10%	97.52%	92.68%	11	9	2	91%
North Texas	102.58%	100.83%	97.89%	101.92%	152.35%	102.86%	93.08%	2	11	8	62%
Panhandle	106.52%	101.31%	112.25%	114.55%	115.58%	147.56%	92.91%	10	10	2	91%
Permian Basin	105.45%	101.43%	91.69%	111.52%	118.59%	78.98%	93.93%	7	10	5	77%
Rural Capital	102.58%	104.52%	83.10%	91.55%	159.65%	91.82%	97.07%	4	10	8	64%
South Plains	102.58%	100.24%	115.63%	107.28%	183.32%	116.96%	102.27%	12	9	1	95%
South Texas	99.09%	95.95%	131.41%	105.95%	100.37%	91.64%	109.92%	9	10	3	86%
Southeast	103.48%	96.43%	101.97%	108.23%	143.09%	99.42%	100.85%	8	13	1	95%
Tarrant	99.39%	98.33%	96.90%	94.88%	107.36%	102.34%	102.42%	8	12	2	91%
Texoma	96.82%	98.69%	114.37%	101.93%	168.41%	101.98%	98.84%	7	13	2	91%
West Central	99.55%	96.43%	117.32%	113.60%	139.62%	84.46%	95.75%	11	10	1	95%
+P	8	0	9	16	22	15	5	209			
MP	19	27	10	7	5	7	18	304			
-P	1	1	9	5	1	6	5	102			
% MP & +P	96%	96%	68%	82%	96%	79%	82%	83%			
From	7/22	1/22	1/22	7/23	10/23	10/23	10/23	From			
To	6/23	12/22	12/22	6/24	9/24	3/24	9/24	To			

BOARD SUMMARY REPORT - CONTRACTED MEASURES

BOARD NAME: COASTAL BEND

BOARD CONTRACT YEAR 2024 YEAR END REPORT

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		10	11	1	95.45%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																

WIOA Outcome Measures

DOL-C 1	Employed Q2 Post Exit – Adult (DOL)	+P	119.16%	76.20%	76.20%	90.80%	83.70%	85.30%	128 141		94.40%	84.00%	86.70%	94.00%	7/22	6/23
DOL-C 1	Employed Q4 Post Exit – Adult (DOL)	MP	92.52%	80.20%	80.20%	74.20%	72.60%	63.00%	138 186		75.00%	73.80%	77.10%	69.70%	1/22	12/22
DOL-C 1	Median Earnings Q2 Post Exit – Adult (DOL)	+P	129.22%	\$6,930.00	\$6,930.00	\$8,954.89	\$8,353.31	\$7,739.63	n/a 143	\$10,188.00	\$6,888.42	\$8,823.11	\$11,106.75	7/22	6/23	
DOL-C 1	Credential Rate – Adult (DOL)	MP	98.66%	67.20%	67.20%	66.30%	70.30%	61.40%	67 101		76.00%	69.20%	75.00%	40.90%	1/22	12/22
DOL-C 1	Measurable Skills Gains - Adult (DOL)	MP	105.10%	64.70%	64.70%	68.00%	65.70%	56.00%	134 197		---	---	---	---	7/23	6/24
DOL-C 1	Employed Q2 Post Exit – DW (DOL)	MP	107.73%	81.50%	81.50%	87.80%	89.00%	91.80%	36 41		91.70%	100.00%	77.80%	83.30%	7/22	6/23
DOL-C 1	Employed Q4 Post Exit – DW (DOL)	+P	113.13%	73.10%	73.10%	82.70%	77.90%	76.10%	81 98		77.80%	90.00%	78.60%	88.90%	1/22	12/22
DOL-C 1	Median Earnings Q2 Post Exit – DW (DOL)	+P	123.41%	\$9,870.00	\$9,870.00	\$12,180.69	\$11,626.10	\$8,851.60	n/a 42	\$12,339.50	\$10,925.88	\$17,684.73	\$11,106.75	7/22	6/23	
DOL-C 1	Credential Rate – DW (DOL)	MP	101.76%	79.60%	79.60%	81.00%	81.80%	68.40%	34 42		83.30%	66.70%	87.50%	85.70%	1/22	12/22
DOL-C 1	Measurable Skills Gains - DW (DOL)	MP	90.52%	82.30%	82.30%	74.50%	69.70%	68.10%	35 47		---	---	---	---	7/23	6/24
DOL-C 1	Employed/Enrolled Q2 Post Exit – Youth (DOL)	-P	88.68%	74.20%	74.20%	65.80%	67.80%	67.90%	77 117		65.00%	63.00%	76.00%	60.00%	7/22	6/23
DOL-C 1	Employed/Enrolled Q4 Post Exit – Youth (DOL)	MP	99.43%	70.00%	70.00%	69.60%	69.50%	64.00%	87 125		86.70%	67.40%	75.00%	55.60%	1/22	12/22
DOL-C 1	Median Earnings Q2 Post Exit – Youth (DOL)	+P	142.53%	\$3,360.00	\$3,360.00	\$4,788.85	\$3,974.21	\$3,159.75	n/a 76	\$5,645.00	\$3,241.83	\$5,183.11	\$3,226.36	7/22	6/23	
DOL-C 1	Credential Rate – Youth (DOL)	+P	143.98%	48.20%	48.20%	69.40%	42.10%	39.50%	34 49		42.90%	72.70%	76.20%	70.00%	1/22	12/22
DOL-C 1	Measurable Skills Gains - Youth (DOL)	+P	114.56%	63.20%	63.20%	72.40%	73.60%	67.00%	84 116		---	---	---	---	7/23	6/24
LBB-NK 1	Employed/Enrolled Q2 Post Exit – C&T Participants Except Other	MP	98.79%	66.00%	66.00%	65.20%	68.40%	60.00%	4,496 6,896		65.40%	65.80%	63.30%	66.10%	7/22	6/23
LBB-K 1	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants Except Other	MP	100.83%	84.00%	84.00%	84.70%	85.50%	83.60%	4,809 5,676		86.20%	84.50%	85.20%	82.50%	1/22	12/22
LBB-K 1	Credential Rate – C&T Participants	MP	99.16%	71.00%	71.00%	70.40%	68.00%	56.30%	152 216		73.30%	69.10%	78.30%	56.10%	1/22	12/22

1. TWC recently rebuilt its reporting system for Career & Training programs and the data reported here and for the historical data has been updated to use this new system.

Reemployment and Employer Engagement Measures

BOARD SUMMARY REPORT - CONTRACTED MEASURES

BOARD NAME: COASTAL BEND

BOARD CONTRACT YEAR 2024 YEAR END REPORT

Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes															

Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	+P	108.52%	60.00%	60.00%	65.11%	65.13%	67.62%	6,030 9,261	67.36%	65.75%	63.56%	63.96%	7/23	6/24
TWC	Employers Receiving Texas Talent Assistance	MP	102.19%	2,193	2,193	2,241	2,549	2,383	----- -----	1,064	832	587	709	10/23	9/24

Program Participation Measures

TWC	Choices Full Engagement Rate - All Family	+P	105.90%	50.00%	50.00%	52.95%	56.85%	45.03%	28 52	53.68%	52.22%			10/23	3/24
2	Total														
LBB-K	Avg # Children Served Per Day - Combined	+P	115.52%	3,242	3,242	3,745	3,403	2,780	977,444 261	3,493	3,690	3,997	3,799	10/23	9/24

2. 1|3 has been unable to replicate the report logic necessary to report this measure following the launch of the Workforce Case Management replacement in April 2024. As such, BCY24 performance will be based on Oct 2023 to March 2024 – the period for performance was able to be calculated.

INFORMATION ONLY

IX – 5. Facilities & IT Updates

BACKGROUND INFORMATION

Board Team Members will provide update on:

- Facilities: Progress of New Career Center in Corpus Christi.
- Update on IT Assessment Project

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.