



ANNUAL REPORT



Serving 15 Counties
Across the South Plains



20
18



**BUILDING A
STRONGER SOUTH PLAINS
WORKFORCE**

A proud partner of the [AmericanJobCenter](#) network

OUR MISSION

The mission of the South Plains workforce system is to meet the needs of the region's employers for a highly skilled workforce by educating and preparing workers.

OUR VISION

Our workforce is educated, innovative, and highly skilled in areas that match the skill requirements of our employers, enabling businesses to become highly productive and compete successfully in local and global markets.



A Letter to Our Communities:

Workforce Solutions South Plains thanks each citizen of our 15-county area for their support of our programs!

The prosperity of any community depends on the strength of its workforce. With an average unemployment rate of 3.4% in the South Plains, we are grateful that so many of our citizens have jobs. It is our goal to help current employees, who are looking for new careers, and employers, who need additional employees, become as successful as possible.

In 2018 we served 8,570 job seekers in their search for employment and career transitions and we assisted 2,536 employers in skills upgrade training.

Workforce Solutions South Plains (WSSP) and the Lubbock Economic Development Alliance granted \$593,287 to 14 schools districts in the South Plains to support Career and Technical Education programs.

Providing an opportunity for youth to experience career opportunities is vital today. Through our Careers in Texas Industries program, held in September 2018, more than 1,000 8th graders attended one of four rural career fairs in Plainview, Muleshoe, Levelland or Crosbyton.

During the 17th Annual South Plains Career Expo in October 2018, 3,300+ high school students visited with 108 exhibitors to learn more about preparing for life after high school.

With our Child Care Services program receiving 70% of our funding, we are pleased that an average of 2,038 children, ages 0 to 12, received child care daily from one of our 145 childcare providers.

The annual Hiring Red, White and You Veterans Job Fair for military veterans and their spouses was held in November 2018 and 590 veterans received services through our career center last year.

We would like to take this opportunity to thank our partners for their continued support including; LEDA, the Lubbock Chamber of Commerce (as well as each rural chamber of commerce), Texas Tech University, South Plains College, the 49 Independent School Districts across the South Plains, and other agencies who help us fulfill our mission.

Our Chief Elected Officials and Board of Directors have contributed their guidance and counsel and we are grateful for their support and encouragement.

We look forward to next year as we continue helping build stronger communities in our region!

Sincerely,
Adrienne Cozart
Martin Aguirre



Adrienne Cozart, (left) Board Chair, University Medical Center Human Resources, Martin Aguirre, Chief Executive Officer.

AWARDS WINNING EMPLOYERS

During the **17th Annual Employer of Excellence Awards Luncheon**, held on July 18, 2018, WSSP recognized, honored and thanked the exceptional businesses and organizations pictured below.

It is always a special day when Workforce Solutions South Plains (WSSP) gathers with constituents, service providers, businesses and organizations to recognize award recipients. However, choosing a few of these groups as award winners is not an easy task when so many provide exemplary commitment, hard work and dedication to their employees and customers. This year seven companies stood out as “over the top” providers of services in each of our award categories.

During the 2018 awards luncheon Workforce Solutions South Plains presented its first **\$1,000.00 student scholarship** to Marilena Mendez from Lorenzo, Texas. Mendez attended South Plains College in the Fall 2018 and used her scholarship towards an Associate’s Degree in Education.



**Employer of
Excellence
&
Small Employer
of the Year**

**Goodwill Industries
of Northwest Texas**

Robin Raney, Goodwill
Industries Chief Executive
Officer, Adrienne Cozart,
WSSP Board Chair, and Will
Baker,
Goodwill Board Member



**Large Employer
of the Year**

**The United Family
Lubbock, Texas**

Chris James, The United
Family Chief Operating Officer,
Adrienne Cozart and Robert
Taylor, The United Family Chief
Executive Officer

Industry Sector Outreach
Covenant Health



Martin Aguirre, Jennifer Tollett, Covenant Health Manager, Food and Nutrition and Covenant Health, Linda Barrientos, Lead Sr. Recruiter Talent Acquisition

Exemplary Child Care Provider
Lil' Tiger's Playhouse, Slaton, Texas



Martin Aguirre, Estella Wagner, Lil' Tiger's Playhouse Owner, Rebecca Botello and Lillie Meurer staff members

Service to Business
Guar Resources, LLC, Levelland, Texas



Alex Muraviyov, Guar Resources General Manager and Adrienne Cozart

Service to Workers
MET, Inc. Plainview, Texas



Micaela Rodriguez, MET, Inc. Client Service Representative, Adrienne Cozart and Rachel Salazar, MET, Inc., Regional Specialist Manager

Service to Community
Walgreens – Lubbock, Texas



Martin Aguirre, and Walgreens store managers Tanya Easterwood and Felipe Mora

\$1000 College Scholarship
Marilena Mendez



Martin Aguirre, Marilena Mendez and Adrienne Cozart

TRAINING JOB SEEKERS

Workforce Solutions South Plains, in addition to one-on-one counseling for those seeking jobs, held a number of job fairs throughout the year. The goal is to equip job seekers for future workforce success by providing services that help them to enter the workforce and to successfully make career transitions.

This year, Workforce Solutions provided services to **10,985 job seekers** of which **8,570 were employed**.

This year, training was provided to **127 individuals** who enhanced their skills, improved their employment outlook, met the challenges of technological change and earned a higher wage, once employed.

The South Plains Job Fair held in the Fall of 2018 saw more than **75 businesses and organizations** eager to hire job seekers in the WSSP fifteen county area including representatives from Oil States Energy Services from Midland, Texas.



EFFECTIVE EMPLOYER SERVICES

Workforce Solutions South Plains offers an array of services to help employers save money, improve productivity and provide a competitive edge. We collaborate with industry, education, economic development and provide Labor Market Information to develop a comprehensive regional workforce strategic plan. The plan includes the development of a trainable workforce which provides educational training opportunities for adults and youth. This year, WSSP provided **services to 2,436 employers** to help find, retain and train a quality workforce.

Additional employer services were provided that included:

- Rapid Response services for **6 employers to assist 145 affected workers** transition into the future
- Testing proctor for **472 typing tests** for job candidates for employers
- Hosting **32 customized job fairs** and hiring events that connected employers to job seekers



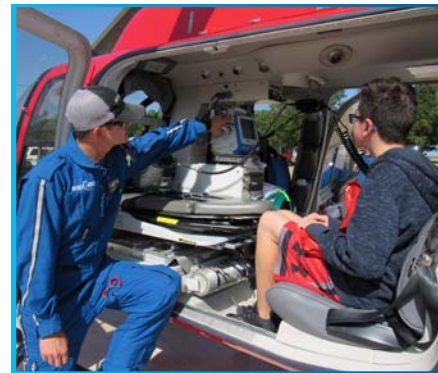
CAREERS IN TEXAS INDUSTRIES

With the thought that, "It's never too early to plan for a career or determine an occupation for the future" Workforce Solutions South Plains hosted career exploration events specifically targeting 8th grade students in the 15-county area.

The goal was to promote statewide and regional industry clusters through employer partnerships. WSSP hosted **4 rural career fairs** during the month of September 2018 in Plainview, Muleshoe, Levelland, and Crosbyton.

"Coach D" of Darrell Andrews Enterprises was the featured speaker at these events. Coach D is a premier provider of professional development and strategic motivation for workforce development organizations, school/school districts and businesses worldwide. The students' response to his message of planning now for their future was amazing!

A total of **23 schools, 88 exhibitors/employer partners, and 1,076 students** participated in the events.



The Muleshoe Fire Department brought their bright and shiny fire trucks to the career fair for students experience first hand.

SOUTH PLAINS CAREER EXPO

The 18th Annual South Plains Career Expo was held the morning of Tuesday, October 23, 2018 and is the largest event of its kind in West Texas for students.

More than **3,300 high school juniors and seniors** from **81 schools** in the 15-county service area attended this event and explored potential career opportunities that match their interests and strengths at the **108 featured exhibitor booths**.

The event was hosted by:

- Workforce Solutions South Plains (Careers in Texas Industries, Inc.)
- South Plains College
- Lubbock Economic Development Alliance
- Lubbock Chamber of Commerce
- South Plains Closing the Gap P-20 Council (Texas Tech University)
- Lubbock Independent School District Career and Technical Education Program.

The annual Career Expo brings together industry, education, and community to prepare high school students for college and career success.

Panel Discussions

New this year was the addition of a Panel Discussion format for students. Eight professionals, from as many industry clusters, answered questions from students about careers and education after high school.



Comments from the exhibitors included the following:

Students questions

THE SOUTH PLAINS TEXAS INDUSTRY PARTNERSHIP PROJECT



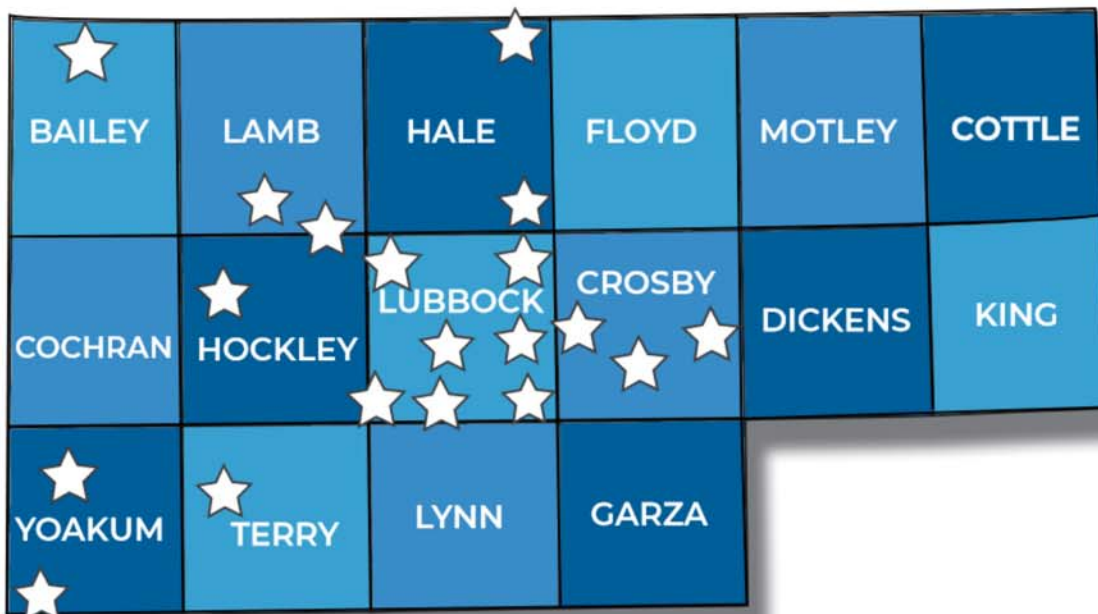
A Lubbock ISD student practices drawing blood on a new responsive mannequin with a SIM pad.

Workforce Solutions South Plains, through a partnership with Lubbock Independent School District, The CH Foundation, and the Lubbock Economic Development Alliance, received a **\$100,000 Texas Industry Partnership grant** to expand the capacity of career and technical education programs at LISD's Byron Martin Advanced Technology Center. This grant funded equipment for the facility's newly expanded health lab that gives LISD high school students the opportunity for hands-on skills practice needed to pass the industry certifications in Certified Patient Care Tech, Emergency Medical Basic and Certified Nursing Assistant. Because of this funding an estimated **155 students** will train for these occupations in the Biotechnology and Health Sciences career cluster in the 2018-2019 academic year.

THE SOUTH PLAINS HIGH DEMAND JOB TRAINING PROJECT

Workforce Solutions South Plains and the Lubbock Economic Development Alliance granted **\$493,287** to **14 schools districts** in the South Plains to support Career and Technical Education programs. Since 2015 the South Plains High Demand Job Training Project, made possible through grants from the Texas Workforce Commission and the Lubbock Economic Development Alliance, has supplied **41 CTE programs** in 15 South Plains' school districts with **\$991,287 in equipment and supplies**. Through these grants more than 2,000 high school students have trained for high demand occupations, earning college credits and industry certifications. This investment positively impacts not only the future successes of our region's youth, but also our local economy.

★ South Plains
High Demand
Job Training
Grants

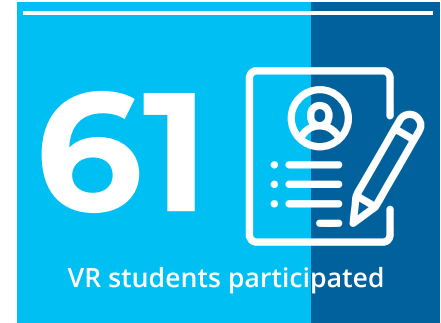


SUMMER EARN AND LEARN (S.E.A.L)

Workforce Solutions South Plains conducted the 2nd annual Summer Earn and Learn project which is a statewide initiative with Texas Workforce Commission Vocational Rehabilitation (VR) Services.

The SEAL project included employability skills training and a 5-week paid work experience opportunity for **students with disabilities** during the summer months. SEAL participants not only earned money, but also gained valuable work experience and developed work readiness skills to better prepare them for successful transition to postsecondary education and employment. Typically, the students worked an average of **25 hours per week at \$8 per hour** with varied days, shifts, and hours.

Prior to placement all students were required to attend and participate in a 4- hour Job Readiness Workshop consisting of workplace basics, professional conduct, employer expectations, communication and teamwork, decision-making and problem solving, and networking with peers.



STUDENT HIREABILITY

High school graduation is considered a rite of passage into adult life. However, students with disabilities must begin planning for this step long before their senior year.

They must:

- understand their disability
- learn to advocate for themselves
- explore inclusion in their communities
- prepare to participate in educational opportunities such as college or technical training.

All of these elements will help them to achieve an appropriate level of independence in their adult life.

This can be an intimidating and lengthy process, but that is why, under the direction of Workforce Development Boards, Student HireAbility Navigators were hired throughout the state of Texas. The Navigators are prepared to serve as resources to support, expand and enhance pre-employment transition efforts to ensure the success of every student with a disability.

"The South Plains region is home to an amazing group of professionals and advocates who recognize the value these young people have and what they can contribute to our communities if allowed the opportunity," said Diana Gatlin, Navigator. "After almost a year of resource building, we are poised to do great things for students with disabilities."



DEPENDABLE QUALITY CHILD CARE

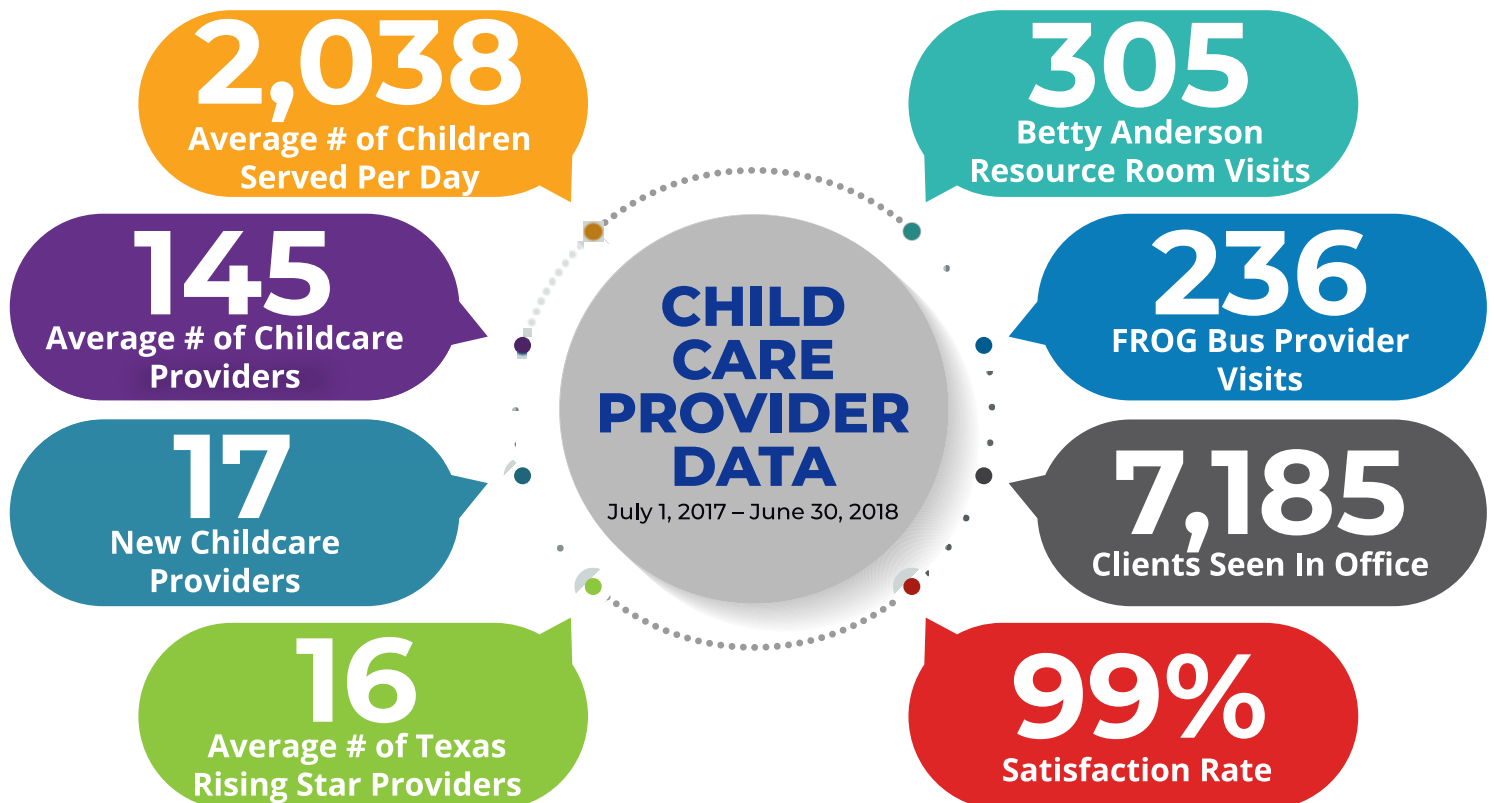
Workforce Solutions South Plains Child Care Services (CCS) recognizes that dependable quality child care is a critical need for working parents and that for many it can mean the difference between holding a job or losing one. Therefore, choosing a quality child care provider is one of the most important decisions parents make. Parents striving to become self-sufficient must have access to dependable quality child care.

The Texas Rising Star (TRS) program is a quality rating and improvement system for Texas early childhood programs. Child care providers that participate in TRS meet higher quality standards than many other child care programs.



The main goals of Workforce Solutions South Plains CCS program are:

- To offer eligible families an expanded choice of accessible quality child care providers
- To support the physical, social, emotional, and intellectual development of children
- To assist child care providers with attaining, increasing, and maintaining a Texas Rising Star status





During the Hiring Red, White and You Job Fair, several veterans registered for classes at South Plains College.

RED, WHITE & YOU

Workforce Solutions South Plains is committed to those who are dedicated to service to our country. Armed Forces veterans and their spouse are afforded priority services in the career centers. WSSP is honored to provide services such as career counseling, short-term training and on-the-job training. While in training, services like transportation, housing, childcare, job search or relocation assistance are provided.

In November 2018, while celebrating Veteran's Day, **60 businesses and organizations** participated as exhibitors in the annual Hiring Red, White & You! Job Fair. The job fair was held in partnership with the Texas Workforce Commission.



590

The number of veterans and their spouses that received WSSP services from the career center

CENTER RELOCATION

The Workforce Solutions South Plains Lubbock office was relocated to the Wayland Plaza at 2002 West Loop 289, Suite 117 on July 2, 2018.

The new office provides access to:

- Workforce Solutions Employment, Youth and Childcare Programs and Services,
- Texas Veterans Commission Services and Job Corp Services, and
- Texas Workforce Commission Vocational Rehabilitation Programs and Services.

The move to the new location was required after the Texas Legislature merged the Department of Assistive and Rehabilitative Services and the Texas Commission for the Blind Services into the Texas Workforce Commission's Vocational Rehabilitation Services (TWC-VR).

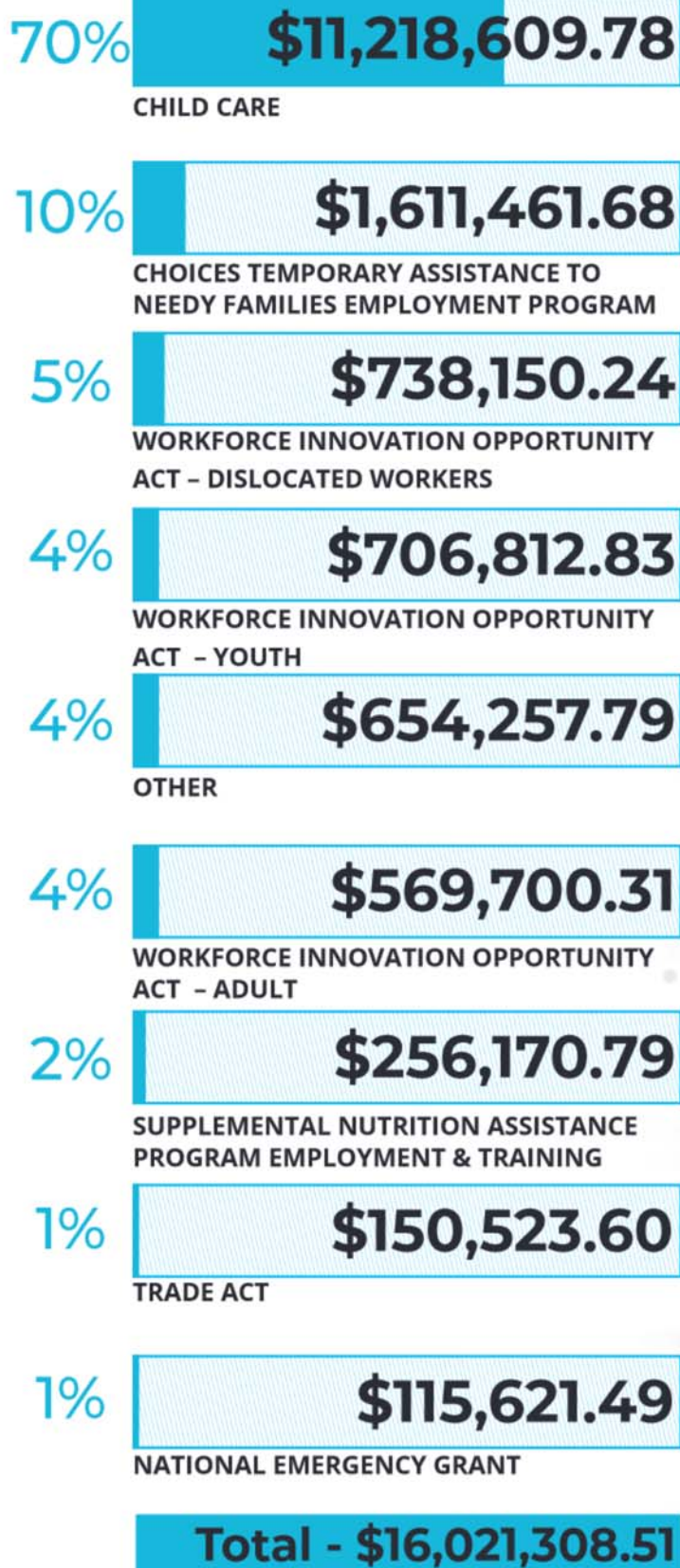
A grand opening for the relocation of the Workforce Solutions South Plains Career Center was held July 11, 2018 with a ribbon cutting by retired TWC Commissioner Andres Alcantar (pink tie) with Chief Executive Officer Martin Aguirre to his right and Workforce Solutions South Plains Board Chair, Adrienne Cozart to his left.



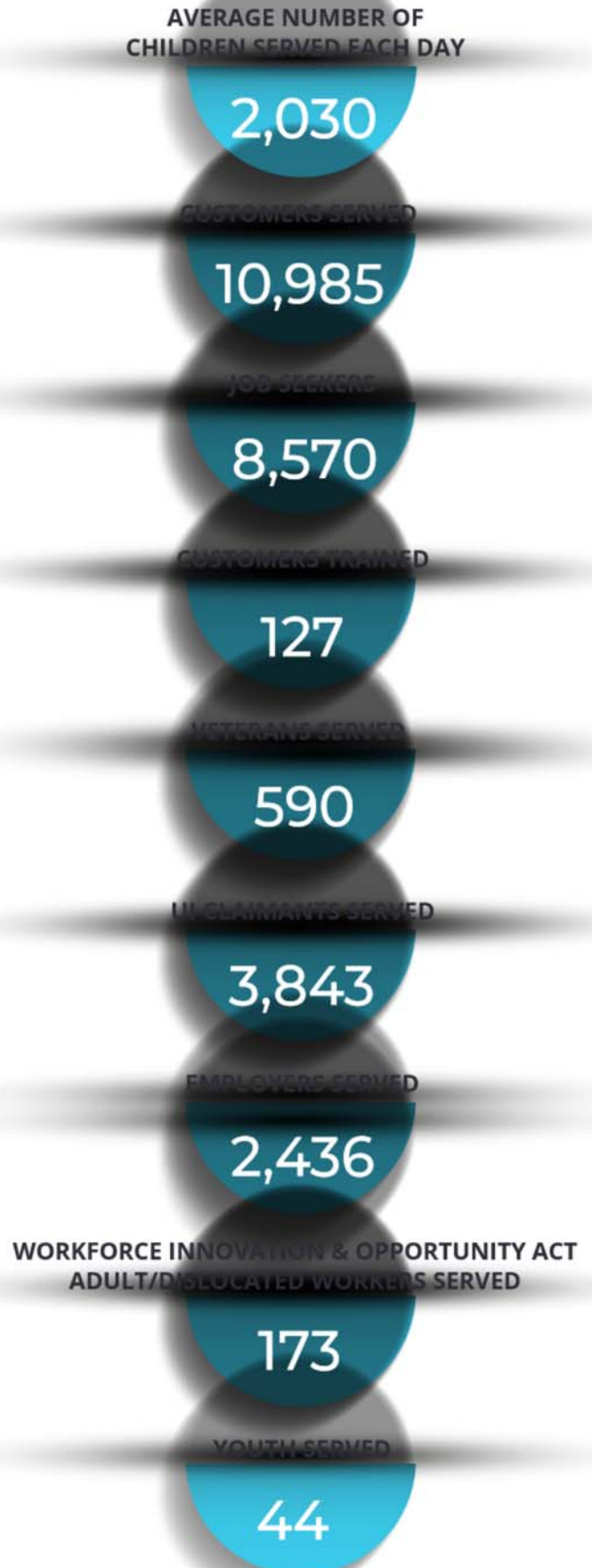
HIGH GROWTH OCCUPATIONS FOR THE SOUTH PLAINS

| TARGET OCCUPATION JOB TITLE | JOB GROWTH RATE | SALARY RANGE (Hourly Wage) <small>(HIGH) EXPERIENCED</small> | REQUIRED EDUCATION |
|---|-----------------|---|---------------------|
| Information Security Analysts | 43.7% | \$77,700 | Bachelor's degree |
| Software Developers | 34.6% | \$85,600 | Bachelor's degree |
| Medical Assistants | 26.5% | \$31,500 | Postsecondary award |
| Dental Assistants | 25.4% | \$37,100 | Postsecondary award |
| Respiratory Therapists | 21.2% | \$56,000 | Associate's degree |
| Heating, AC, & Refrigeration Mechanics & Installers | 20.3% | \$53,100 | Postsecondary award |
| Pharmacy Technicians | 18.4% | \$35,600 | High school diploma |
| Plumbers, Pipefitters, & Steamfitters | 18.3% | \$50,200 | High school diploma |
| Licensed Practical & Licensed Vocational Nurses | 16.7% | \$48,000 | Postsecondary award |
| Farm Equipment Mechanics & Service Technicians | 16.2% | \$51,400 | High school diploma |

July 1, 2017 to June 30, 2018
PROGRAM EXPENDITURE



July 1, 2017 to June 30, 2018
PROGRAM INITIATIVES



Board of Directors



Standing Left to Right, Mark McCormick, Martin Aguirre, Denver Bruner, Judge Sherri Harrison, Willis McCutcheon, Chris Carpenter, Eddie McBride, Tom Vermillion, Adrienne Cozart, Jeff Baum, Jeff Malpiede, Rob Blair, Chris Chambers, Kenneth Hill, Gilbert Salazar, Chuck Smith, Wes Anderson **Seated Left to Right,** Julie Laughlin, Beth Miller, Angela Evins, Kimberly Harrel, Adele Youngren, Dela Esqueda, Sharla Wells

ADRIENNE COZART, CHAIR

Lubbock County
UMC Health System

CHUCK SMITH, VICE-CHAIR

Bailey County
Bailey County Electric
Cooperative

JEFF MALPIEDE, SECRETARY

Lubbock County
South Plains Rural Health
Services

KENNETH HILL, PAST CHAIR

Cochran County
City Bank, Morton

WES ANDERSON

Floyd County
Ace Hardware

JEFF BAUM

Lubbock County
Lubbock Independent School
District

ROB BLAIR

Hockley County
South Plains College

DENVER BRUNER

Hockley County
Sodexo

CHRIS CARPENTER

Lubbock County
Armstrong Mechanical

CHRIS CHAMBERS

Lubbock County
Chambers Engineering

KANDACE DECKER

Lubbock County
Vocational Rehabilitative
Services

DELA ESQUEDA

Lubbock County
Guadalupe Parkway
Neighborhood Center

ANGELA EVINS

Lamb County
Lowe's Pay & Save

KIMBERLY HARREL

Yoakum County
Newtex Mortgage Company

JULIE LAUGHLIN

Lubbock County
Literacy Lubbock

EDDIE MCBRIDE

Lubbock County
Lubbock Chamber

MARK MCCORMICK

Crosby County
Agriculture Precision Supply

WILLIS MCCUTCHEON

Hale County
Happy State Bank

BETH MILLER

Lubbock County
Health & Human Services
Comm.

JOHN OSBORNE

Lubbock County
Lubbock Economic Development
Alliance

ESTHER PENA

Lubbock County
Amerigroup

BARRY PITTMAN

Lynn County
Lyntegar Electric

DAVID QUINTANILLA

Lubbock County
Plains Capital Bank

GILBERT SALAZAR

Lubbock County
Lubbock Central Labor Council

LEONARD VALDERAZ

Lubbock County
StarCare Specialty Health
System

TOM VERMILLION

Lubbock County
Lubbock Boys and Girls Club

GABE VITELA

Lubbock County
One Guy from Italy Family
Restaurant

DR. KYLE WARGO

Lubbock County
Region XVII Service Center

SHARLA WELLS

Garza County
Child Welfare Board of Garza
County

ADELE YOUNGREN

Lubbock County
Texas Workforce Commission

CHIEF ELECTED OFFICIALS – COUNTY JUDGES

Bailey County, Judge Sherri Harrison; **Cochran County,** Judge Pat Henry; **Crosby County,** Judge Rusty Forbes; **Dickens County,** Judge Kevin Brendle; **Floyd County,** Judge Marty Lucke; **Garza County,** Judge Lee Norman; **Hale County,** Judge David B. Mull; **Hockley County,** Judge Sharla Baldridge; **King County,** Judge Duane Daniel; **Lamb County,** Judge Mike DeLoach; **Lubbock County,** Judge Curtis Parrish; **Lynn County,** Judge Mike Braddock; **Motley County,** Judge Jim Meador; **Terry County,** Judge Jackie D. Wagner; **Yoakum County,** Judge Jim Barron; **City of Lubbock,** Mayor Dan Pope



**Workforce Solutions South Plains
Board Administration**
1301 Broadway, Ste. 201 | Lubbock, TX 79401
806 - 744 -1987
(New Location - January 2020)



LUBBOCK

2002 West Loop 289 Ste. #117
(Inside Wayland Plaza)
Lubbock, Texas 79407
Phone: 806-765-5038
Toll Free: 1-866-747-7638

LUBBOCK - CHILD CARE SERVICES

2002 West Loop 289 Ste. #117
(Inside Wayland Plaza)
Lubbock, Texas 79407
Phone: 806-744-3572
Toll Free: 1-800 658-6284

LEVELLAND

1102 Austin Street
Levelland, TX 79336
Phone: 806-894-5005

MULESHOE

203 Main Street
Muleshoe, TX 79347
Phone: 806-272-7540
Toll Free: 1-866-765-5038

BROWNFIELD

1321 B Tahoka Road
Brownfield, TX 79316
Phone: 806-637-1223

PLAINVIEW

400 South Garland
Plainview, TX 79072
Phone: 806-293-8566



workforcesolutionssouthplains.org

Workforce Solutions South Plains is an equal opportunity employer/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Relay Texas: 711 (voice); 800 - 735 -2989 (TDD); or Relay Texas Spanish 800 - 662 - 4954