

Texas Workforce Investment Council Requirements Local Workforce Development Board 2023 Plan Modifications

The Texas Workforce Investment Council (TWIC) is charged under Texas Government Code §2308.101(5), 2308.302(a), and 2308.304(a)(b)(4), and the Workforce Innovation and Opportunity Act of 2014 (WIOA) (Public Law 113–128) with recommending the plans of Local Workforce Development Boards (Boards) to the governor for consideration and approval. TWIC reviews each Board plan to ensure that local goals and objectives are consistent with the statewide goals and objectives in the system plan, [The Texas Workforce System Strategic Plan FY 2016–FY 2023](#).

Additionally, state law charges TWIC with reporting annually to the governor and to the Texas legislature on the implementation of the system strategic plan and monitoring the operation of the state’s workforce system to assess the degree to which the system is effective in achieving state and local goals and objectives. Therefore, TWIC also reviews Board plans and plan modifications to determine each Board’s progress in implementing strategies that align with the strategic plan for the Texas workforce system. Following endorsement by TWIC at a regularly scheduled quarterly meeting, the Board plans are sent to the governor for consideration and approval. Each Board’s responses to the following planning elements are reviewed by TWIC for alignment and are the basis for recommending approval.

Demonstrating Alignment with Texas’ Workforce System Strategic Plan

The four sections below list and describe the four system goals from The Texas Workforce System Strategic Plan FY 2016–FY 2023 that identify critical, high-priority system issues for the state. Boards inform the development of strategic goals and objectives and are essential to the implementation of the workforce system plan. Board plan responses apprise TWIC of innovative practices and how key strategies in the system plan translate into local action to move the system forward. Examples of select Board responses will be presented to TWIC under each goal. All 28 Boards will be represented in the briefing for the approval of the plans.

For each goal:

- briefly describe how the Board is working to fulfill the intent of the goal as specified in the description; and
- include the corresponding page number(s) within your plan that further details the identified strategy or initiative.

System Goal 1 and Rationale

Focus on Employers

Effective engagement with employers informs many system strategies and functions that address the changing needs of industry as well as state and regional economies. Education and training are a primary system function that may require multiple state and local entities to work with similar employers to design instruction or adjust career and technical education program and delivery options. Coordination and partnerships with employers are essential to gain insight and implement initiatives while ensuring that industrial productivity continues.

System Goal 1—Local Board Response

Please describe how your local Board has improved employer engagement and efforts to collaborate with any other entities that require input, participation, and/or partnership with employers. Specifically, describe how you coordinate efforts to gain more comprehensive insight on employer needs while reducing the demand on the employers who would otherwise be responding to multiple requests. Identify the primary outcomes and, where relevant, list key entities involved and type of information requests for each entity.

Board response and corresponding plan page number(s): Pages 8-10 Workforce Solutions South Plains partners with Chamber of Commerce organizations, Economic Development Entities, Educational Partners, and Private Sector employers. The Community Workforce Partnership is made up of these organizations and meets on a quarterly basis to discuss the training and employment needs in the region. The key partners are Workforce Solutions South Plains, South Plains College, Lubbock Chamber of Commerce, Lubbock Economic Development Alliance, Texas Tech University, Region 17 Service Center, various Independent School Districts, and local employers.

There does not seem to be an issue with duplicating efforts and requiring employers to respond to multiple requests. The focus of discussions has been on how to increase the pipeline of trained individuals. The focus has been on the Medical Sector and the need to expand training capacity and train more individuals. Workforce Solutions South Plains and a coalition of partners applied for a federal grant that was not received. Workforce Solutions South Plain, Texas Mutual Insurance, the Lubbock Chamber of Commerce, and the Lubbock Economic Development Alliance partnered to develop a project to address various medical training needs in the medical sector. Texas Mutual provided \$100,000 and Workforce Solutions used it as match to receive a \$100,000 Texas Industry Partnership Grant to provide scholarships. At this writing the grant is still open and 144 have been trained in the following occupations; Licensed Vocational Nurses, Registered Nurses, Bachelor of Science Nursing, Masters of Science Nursing, Family Nurse Practitioners, Certified Nurse Aides, Patient Care Attendants, Radiology Technicians, and Pharmacy Technicians.

System Goal 2 and Rationale

Engage in Partnerships

Workforce system partners leverage local and regional partnerships to enhance system alignment and improve outcomes and reporting. Partnerships rely on a culture of collaboration and trust, deep working relationships, and communication to provide a solid foundation on which to coordinate planning, integrate processes, and develop the collective technical capacity to share needs, data, and information.

System Goal 2—Local Board Response

Please describe your primary (top) partnerships, how you use them to address key strategies in your plan, and the significant outcomes and progress related to the

partnerships. In addition, specifically describe partnerships that foster innovation and improved participant engagement and outcomes in workforce development.

Board response and corresponding plan page number(s): Pages 8-10 The key partners are Workforce Solutions South Plains, South Plains College, Lubbock Chamber of Commerce, Lubbock Economic Development Alliance, Texas Tech University, Region 17 Service Center, various Independent School Districts, and local employers. As stated above Workforce Solutions South Plain, Texas Mutual Insurance, the Lubbock Chamber of Commerce, and the Lubbock Economic Development Alliance partnered to develop a project to address various medical training needs in the medical sector. Texas Mutual provided \$100,000 and Workforce Solutions used it as match to receive a \$100,000 Texas Industry Partnership Grant to provide scholarships. At this writing the grant is still open and 144 have been trained in the following occupations; Licensed Vocational Nurses, Registered Nurses, Bachelor of Science Nursing, Masters of Science Nursing, Family Nurse Practitioners, Certified Nurse Aides, Patient Care Attendants, Radiology Technicians, and Pharmacy Technicians.

Workforce Solutions partnered with the Lubbock Economic Development Alliance to received two High Demand Job Training Grants of \$150,000 each and corresponding Match from The Lubbock Economic Development Alliance to fund equipment and items that are being used to train secondary and post-secondary training in high need occupations,

System Goal 3 and Rationale

Align System Elements

Aligning workforce programs and services ensures transparent processes and efficient “no wrong door” access that can improve transitions and help all participants complete programs of study, earn credentials of value, and gain critical employability skills. Primarily, seamless alignment supports greater portability and transferability for Texans in or preparing to enter the labor market.

System Goal 3—Local Board Response

Please describe alignment efforts and the status, outcomes, and plan for continuous improvement of system alignment in your region. In the description, include barriers, considerations, and proposed actions to overcome the barriers.

Board response and corresponding plan page number(s): Page 8-10: The Board received two High Demand Job Training Grants (HDJT) in PY 2021 and PY 2022 to assist school districts with the cost of initiating or enhancing Career and Technology Education Programs. The grants leveraged contributions of sales tax funds from the Lubbock Economic Development Corporation (LEDA). The total TWC investment of \$300,000 leveraged over \$500,000 in local tax dollars. The efforts of the partners had a major impact on increasing the number of skilled workers available to employers now and for years to come.

The HDJT initiative has increased system alignment through improved communication, data sharing and collaboration. Several participating ISDs have enhanced their CTE programs to be able to offer a

certification. These enhancements were made possible by the grant and include certifications for machinists, welders, food safety managers, and automotive technicians – all targeted occupations in the region. Students graduating from high school with these certifications will be better prepared to enter the workforce and will also be able to transition to college once the programs are articulated with SPC for dual credit.

System Goal 4 and Rationale

Improve and Integrate Programs

Coordination and integration of system processes focused on high-priority programmatic needs support service delivery; increase participant access, learning, and transitions through education and training; and improve decision-making at the system, partner, and participant levels.

System Goal 4—Local Board Response

Please describe local efforts to integrate processes and share resources across programs in your region. Identify efficiencies realized and improved participant outcomes as a result. Describe how this work can be leveraged to create new, relevant opportunities that serve the needs of all stakeholders.

Board response and corresponding plan page number(s): pages 8-10 Workforce Solutions and its partners have been working together to identify the needs of employers and job seekers in our region. The partnerships and projects that are briefly described above are in place to target our regional demands. COVID-19 did slow some of the frequent interactions that would normally occur between partners. There has been a refocus in the region that came about because of the impact of the pandemic.

Workforce Solutions Workforce Innovation and Opportunity Act (WIOA) funding has been impacted by the pandemic. Federal COVID funds that came to the City of Lubbock and Lubbock County have been distributed to the regional Community College to assist individuals with the cost of training. This has temporarily impacted the need for WIOA training assistance from Workforce Solutions however it shows that local government understands the need to invest funds where it can make the greater impact on the needs of employers.

Strategic Opportunities to Drive Local Implementation

Before TWIC began the process to develop the new system strategic plan, Board directors were invited to provide input on issues and opportunities for consideration in system planning.

Please consider the responses you provided (above) to local board area implementation of the four primary goals in the current system plan and identify how the new system strategic plan can help future implementation of your regional goals and strategies related to the following:

Increase engagement of target populations, including Opportunity Youth, Texans with disabilities, foster youth, and sex-trafficking victims.

Describe Board strategies that support engagement of sometimes underserved populations.

Board response and corresponding plan page number(s): Pages 8-10 Workforce Solutions understands that all individuals have the capacity to be successful whatever their ability. Workforce Solutions partners with Texas Vocational Rehabilitation on a regular basis and works with Youth through the Student HireAbility Navigator program. The Board has recently hired a Career Education Outreach Specialist to work with middle through high school students. WIOA Youth services target foster youth, primarily those aging out of foster care. Workforce staff have been trained on what to do when confronted with an instance of sex trafficking.

Improve efficiency and outcomes through data-driven decision-making and investments.

Describe Board strategies that support data-driven decision-making and investments.

Board response and corresponding plan page number(s): page 8-10 Workforce Solutions monitors the provision of all services being provided. The Board has upgraded its website and built a system of interactive career roadmaps that align with the region's targeted occupations. These roadmaps will provide labor market information for each of the Board's targeted occupations. The roadmaps will provide information on training programs eligible for WIOA and other grant funding and will be linked to performance outcomes for the Eligible Training Providers (ETPs) that offer the programs. The Labor Market Advisory Workgroup will be re-engaged in PY 2023 and the targeted training list will be updated.

Each program year, the Board will evaluate the utilization of the career roadmaps and enhance the functionality of this resource as needed to remain relevant and responsive. The Board will also seek out opportunities to increase the value that it adds to the local workforce system.

