



WORKFORCE*Solutions*

S O U T H P L A I N S



2022 ANNUAL REPORT

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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 800-662-4952.

www.workforcesouthplains.org



Providing comprehensive workforce solutions designed to meet the needs of employers across the 15-county South Plains region we serve. Workforce Solutions South Plains (WSSP) offers Career, Business, and Child Care Services and programs in our local Workforce Centers located in 5 towns throughout the region: Lubbock, Levelland, Plainview, Brownfield, and Muleshoe.

Our Values

Workforce Solutions core values of individual opportunity, service, responsibility, effectiveness, and respect for the dignity of each unique individual serve as the foundation for and guide the work of the Board. Helping people, spending money wisely, being fair in decision-making, and maintaining accountability in the execution of programs and services are guiding principles.

Strategic Plan

WSSP engages in a strategic planning process to establish the direction and align resources to efficiently manage operations in support of the Board's mission and goals.

ABOUT WORKFORCE SOLUTIONS SOUTH PLAINS

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.

Who We Are

The Workforce Development Boards (Board) is a group of community leaders appointed by local elected officials (County Judges and City Mayors) and charged with planning and oversight responsibilities for workforce programs and services in their area. In Texas, twenty-eight local Boards operate over 180 local Workforce Solutions offices and are also responsible for:

- Developing local plans for the use of Workforce Innovation and Opportunity Act funds
- Oversight of the local service delivery system
- Coordinating activities with economic development entities and employers in their local areas

The majority of each Board is represented by members of the local business community. In all, Board membership includes individuals representing business and industry, economic development agencies, community-based organizations, education, organized labor, public assistance agencies and more.

What We Do

Dedicated to helping Texas employers and job seekers succeed, Workforce Solutions South Plains provides services in the following 15 counties: Bailey, Cochran, Crosby, Dickens, Floyd, Garza, Hale, Hockley, King, Lamb, Lubbock, Lynn, Motley, Terry, and Yoakum.

A large white wind turbine is positioned on the left side of the table, with its blades extending towards the top left corner of the page. In the background, a series of smaller wind turbines are visible on a horizon line under a clear blue sky.

| | | | | | |
|---------|---------|---------|--------|---------|------|
| BAILEY | LAMB | HALE | FLOYD | MOTLEY | |
| COCHRAN | HOCKLEY | LUBBOCK | CROSBY | DICKENS | KING |
| YOAKUM | TERRY | LYNN | GARZA | | |

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CEO and Chair Letter

Here at Workforce Solutions South Plains, we pride ourselves on our ability to adapt and overcome. If we've learned anything over the last 3 years, it's that things can change in the blink of an eye. For some, those changes bring about hardships and obstacles we must clear in order to thrive. No matter the barriers, we believe there is no mountain too high to climb with a little help... and Workforce Solutions South Plains *Can Help*.

Throughout 2022, WSSP has continued on our mission to meet the needs of the region's employers for a highly skilled workforce by educating and preparing workers. The population count for our 15-county service area is approximately 440,000 and in April, we saw our lowest unemployment rate since February 2020 at 3.0%, meaning most of our eligible population is employed. However, having a job and having a career are two different things.

In an effort to serve our community and help them find their future career, WSSP held virtual job fairs almost every month with approximately 750 Job Seekers and 190 Employers served. Through these 100% virtual job fairs, the job seekers and employers could directly communicate job requirements and schedule interviews effectively streamlining the interview and hiring process for many companies in our region. We also held weekly Job Readiness Workshops, 2 in-person job fairs, our annual Veterans job fair, 3 youth career exploration events, and numerous hiring events in our Workforce Centers.

In addition to our regular WIOA, TANF, SNAP, and Child Care Services funding, we also received support for special projects and initiatives, such as the Teacher Externship Program. Working with the Lubbock Economic Development Alliance, this program placed a total of 88 area educators with more than 100 businesses and organizations throughout the South Plains region. The teachers were able to gain hands-on experiences about how the content and learning strategies taught in their classrooms can be applied in the workplace.

We would like to share our tremendous appreciation for the many wonderful partners we have in our region, including, but not limited to, the Lubbock Economic Development Alliance, Lubbock Chamber of Commerce, our many rural Chambers of Commerce, South Plains College, Texas Tech University, the 49 school districts across the South Plains and countless other agencies and organizations that continue helping us to fulfill our mission and help the people of our communities.

Our amazing Board of Directors have continued to provide us with their wisdom and guidance, for which we are eternally grateful, as well as our distinguished Chief Elected Officials. We thank you all!

Workforce Solutions is here and ready to help you on your path to success. We look forward to the opportunity to continue serving our region. Your Future Starts Today!

Sincerely,



Chuck Smith
WSSP Board Chair



Martin Aguirre
WSSP CEO

AWARDS

Workforce Solutions South Plains Teacher Externship Grant 2022

Workforce Solutions South Plains received a grant in the amount of \$167,948 to facilitate the second year of the South Plains Teacher Externship Program. The goal of the Teacher Externship Program is to equip teachers with the tools, experience, and contacts they need to successfully guide their students' learning experience towards attainable career goals and outcomes in the growing industries in our communities. Additionally, we recognize that strategically connecting teachers with local employers has the potential to develop into partnerships that will cultivate additional training and career opportunities for the South Plains' future workforce through the creation of new internship, apprenticeship, and other work experience programs. Workforce Solutions placed a priority on recruiting employers and teachers for the program that aligns with Workforce Solutions targeted occupations, high demand occupations, and demand industries. Teachers and employers that fall under one of the Texas Target Industry clusters were prioritized for participation in the program. Workforce Solution's demand industry list currently includes oil and gas extraction, support activities for mining, construction, general freight trucking, warehousing and storage, business support services, healthcare, automotive repair, computer systems, and food service industries.

Workforce Solutions partnered with Region 17 Education Service Center, the Lubbock Economic Development Alliance, and Chambers of Commerce throughout the South Plains Workforce Development Area (WDA) to provide 3-day (approximately 6-8 hour days) teacher externships onsite at local businesses during the summer of 2022. A total of 88 teachers participated in the project and more than 100 employers signed up to provide an externship opportunity. The participating teachers received stipends as an incentive for completing their externships, developing lesson plans for their classrooms based upon their externship experiences, and for presenting the results from their externship and/or classroom experiences in their classroom, to their local School Board, or other interested community organizations. This encourages teachers participating in the externships to make an investment in their students, schools, communities, and in their own professional development.

Texas Industry Partnership (TIP) Grant

Workforce Solutions South Plains, the Lubbock Chamber of Commerce Foundation, the Lubbock Economic Development Alliance (LEDA), and Texas Mutual Insurance collaborated to receive a Texas Industry Partnership Grant that provided scholarships to 144 healthcare occupation students at South Plains College, Lubbock Christian University, Texas Tech University Health Sciences Center, and Covenant School of Nursing. These scholarships were provided to meet two needs in the South Plains: 1. Meet South Plains' healthcare employers' needs by training individuals to fill high demand occupations that are currently understaffed; and 2. Meet the education funding needs of economically disadvantaged students by providing training scholarships to those individuals who might otherwise not be able to complete their education and earn degrees and certifications for high demand careers in the South Plains such as Nurse Practitioners (GN/MSN, BSN to DNP, DNP); Registered Nurses, Licensed Practical and Vocational Nurses (BSN, RN to BSN, LVN, LVN to RN); Patient Care Technicians; Medical Assistants; and Certified Nurse Aides.

Texas Mutual Insurance provided \$100,000 towards the project that was leveraged to receive \$100,000 in Workforce Innovation and Opportunity Act (WIOA) Statewide Activity grant funds received by Workforce Solutions to fund the scholarships. The Lubbock Chamber of Commerce Foundation and LEDA each provided \$10,000 in unleveraged funds.



CHILD CARE SERVICES

2,835

CHILDREN SERVED PER DAY,
ON AVERAGE

49

COLLEGE SUBSIDIES

429

CAREGIVERS RECEIVED
TRAINING

31

AVERAGE NUMBER
OF TRS PROVIDERS

15,603

NUMBER OF CLIENT
INFORMATION SUBMISSIONS

8,927

CLIENT PHONE CALLS

During 2022 Workforce Solutions Child Care Services (CCS) staff continued to address economic challenges by providing child care scholarships to children of eligible parents and financial assistance to CCS providers.

Additionally, during 2022 the Texas Workforce Commission (TWC) awarded a total of \$3,026,725,798.00 in Child Care Relief Funds for direct relief to child care programs. In the South Plains, 167 child care programs were awarded \$34,464,915 of these dollars. The Texas Child Care Business Coaching, designed and implemented in 2021 to stabilize the child care sector after COVID-19, continued through 2022. This program has addressed providers' most pressing needs through businesses coaching on core management strategies and the Child Care Relief funds. These funds were made available not only to current CCS providers, but to regulated child care programs across the state (registered homes, licensed homes, and licensed centers).

Workforce Solutions Child Care program underwent major changes in 2022, which included a very positive change for parents actively looking for work but needing child care to do so successfully. Effective 10/03/2022 families that do not meet the minimum participation requirements for At-Risk child care eligibility, but that are otherwise eligible, shall qualify for a maximum of 3 months of child care while actively searching for work. TWC requires that parents enrolling in job search child care first be registered in the WorkinTexas.com system.

Another major change made by TWC and also effective 10/03/2022, requires that any Texas child care provider wishing to participate in the TWC Child Care Services program must be Entry Level Designated and agree to work with a mentor towards Texas Rising Star Certification.

Texas Rising Star is a quality rating and improvement system for child care programs participating in the TWC's Child Care Services program. Texas Rising Star offers three levels of quality certification (Two-Star, Three-Star, and Four-Star) to encourage child care and early learning programs to attain progressively higher levels of quality. These certification levels are tied to graduated enhanced reimbursement rates for children receiving child care scholarships.

In the South Plains we currently have 133 providers with CCS agreements, 32 are already Texas Rising Star certified. We encourage all interested child care providers to reach out to CCS staff to learn more about Texas Rising Star and the benefits it can provide. For example, in 2022, CCS staff continued to support our child care programs by providing much needed professional development training hours, material and equipment for classrooms (including infant/toddler), and Child Development Associate scholarships to eligible caregiver staff totaling \$488,901.



Direct Care

\$12,340,716.00 64%

Service Industry Recovery

\$2,540,609.00 13%

CRRSA/ARPA Supplemental

\$1,189,531.00 6%

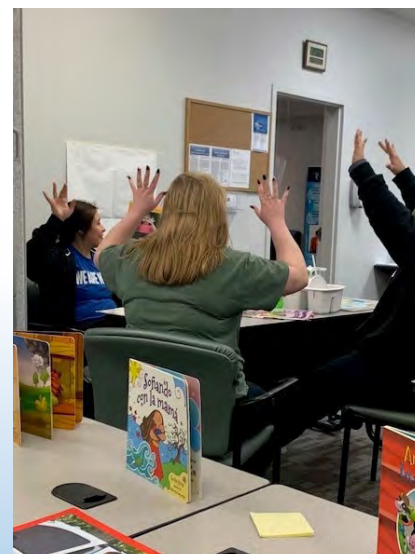
Quality Improvement & Texas Rising Star

\$587,904.00 3%

Provider Growth Support

\$2,586,280.00 13%

Total \$19,245,040.00



YOUTH SERVICES

WIOA Program

Workforce Solutions South Plains Youth Program continued to offer a variety of services to eligible youth between the ages of 14 and 24, either in-school or out-of-school. Forty-nine youth participated in the Workforce Innovation and Opportunity Act (WIOA) Youth Program. Examples of services provided to youth are paid work experience, leadership development, tutoring/study skills instruction, and financial literacy services. WIOA focuses on Work Experience activities which are planned, structured, and paid on-the-job learning experiences that take place in a workplace setting for a limited period of time. Opportunities for Work Experience are available year-round or summer employment.

On May 19, 2022 a Youth Job Fair was held at the MCM Elegante in Lubbock. This event was held for those aged 16 to 24 to explore career options available to them throughout the South Plains. We had 35 Employers who came to recruit for their summer job openings and visit with the 89 Youth who attended the after-school event in hopes of getting a summer job!



“...services provided to youth are paid work experience, leadership development, tutoring/study skills instruction, and financial literacy services.”

Youth Career Fairs

Jobs Y'all Career Exploration events were designed to raise awareness about the opportunities and benefits of Texas industries, to inspire and attract young Texans to explore careers, and understand the education and training needed to best position themselves for where the jobs will be when they enter the workforce.

During 2022, we held a total of three Jobs Y'all Career Exploration events, one each in Levelland, Plainview, and Lubbock. In Levelland and Plainview, a guest speaker – Keith

Scott – was brought in to engage with the students and help show them the importance of education and training. In Lubbock, a panel of speakers was gathered to walk students through their professional journeys and answer questions regarding what it takes to get to a higher position in your career. WSSP invited ISDs and employers from our 15-County area and sincerely appreciate their willingness to assist our youth in learning about the many industries, professions, and educational opportunities available to them right here in the South Plains.

JOBS Y'ALL BY THE NUMBERS:

Lubbock

TARGET POPULATION
Juniors and Seniors

1,955

STUDENTS

117

EXHIBITORS

45

ISDS

Plainview

TARGET POPULATION
8th Graders

463

STUDENTS

23

EXHIBITORS

4

ISDS

Levelland

TARGET POPULATION
8th Graders

288

STUDENTS

30

EXHIBITORS

5

ISDS

STUDENTS

TOTAL
2,706

EXHIBITORS

TOTAL
170

ISDS

TOTAL
54



Keith Scott of KAS Consulting Group

Youth Services - SEAL

Through the Summer Earn and Learn (SEAL) Program, Workforce Solutions South Plains (WSSP) partners with the Texas Workforce Commission Vocational Rehabilitation Services (TWC-VRS) to provide students with disabilities, ages 14-22, with employability skills training and paid work experience for up to five weeks during the summer.

WSSP and TWC-VRS collaborated to refer students from our 15-county region to the program where they attend six hours of work readiness training to prepare them for successful employment. Ultimately, the students will complete up to five weeks of paid work experience where they will acquire new skills and professional experiences while increasing their self-confidence, social and decision-making skills.

Employer partnerships are the key to the success of this program and those who have participated in SEAL express positive experiences and appreciate the fresh perspective from working with students with disabilities and for many this is their first ever work experience.

For the students, SEAL offers an opportunity to experience the day-to-day responsibilities associated with careers they might chose for their future. Summer Earn and Learn 2022 offered the following:



91

STUDENTS PARTICIPATED
IN A 6-HR VIRTUAL WORK
READINESS TRAINING

69

WENT ON TO BE
PLACED AT A
WORKSITE

41

(OF THE 69) COMPLETED
5 WEEKS OF PAID WORK
EXPERIENCE

33

WORKSITES

2

STUDENTS WERE OFFERED
PERMANENT POSITIONS
AFTER WORK EXPERIENCE
EXPIRED

HireAbility Program

Creating Partnerships

The Student HireAbility Navigator, in conjunction with Texas Workforce Commission-Vocational Rehabilitation (TWC-VR) counselors, has made great efforts to increase visibility and educate school districts in the area of TWC-VR transition services. This has been facilitated by quarterly updates to local special education departments about upcoming events and informational sessions.

- Region 17 Education Service Center
- Roosevelt ISD
- Levelland ISD
- Lorenzo ISD
- Frenship ISD

Paid Work Experience (PWE)

Paid Work Experience is a vital program that teaches students entering the workforce real world experience and hands-on learning, while providing compensation. Several employers around the South Plains participate as worksites and are considered key partners in this program:

- UMC
- Science Spectrum
- McGavock Nissan
- Walgreens
- The United Family
- City of Abernathy
- Tas Montessori School
- Scarborough Specialties
- Urban Bricks Pizza
- Hockley County Senior Center
- Mosaic Coffee Shop
- Panera Bread
- Ideal Graphics
- City of Slaton
- Doug Rowley Auto Center

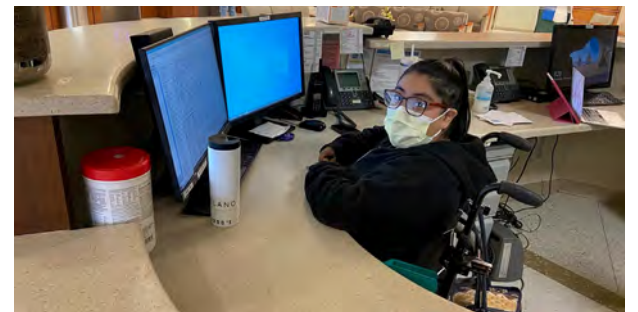
If you are or know an employer that would be interested in being a paid work experience site, please contact Rett Anderton, Student HireAbility Navigator, Everett.anderton@spworkforce.org.

Student HireAbility Navigator

The Texas Workforce Commission (TWC) requirement of a Student HireAbility Navigator continues to be fulfilled by Workforce Solutions South Plains. Rett Anderton was hired for the position in the Fall of 2022 and has hit the ground running with several collaborations with Vocational Rehabilitation (VR) team members. 2023 also looks to be a busy and productive year for Navigators statewide as resources are drawn together and community relationships are made. Rett brings with him experience in Workforce related programs including both youth and adult Workforce Innovation and Opportunity Act (WIOA), Summer Earn And Learn (SEAL) and Business Services.

Ultimately, improving and increasing services to students with disabilities is the main goal of the Navigator. This is partially done by connecting local Workforce related resources with State Vocational Rehabilitation pre-employment transition services.

“We need to focus on abilities and not disabilities on all of our students”-Rett Anderton



Quest2Achieve

University Medical Center continues to host 15 students as a part of the Quest2Achieve program. Q2A is a work experience training program for transition students with disabilities. Quest Employment Services partnered with University Medical Center and their employee development program, Texas Workforce Solutions-Vocational Rehabilitation Services, and local school districts to develop an unpaid internship for students.

The Q2A program is designed to teach students the skills necessary to be successful in the workplace, so they are prepared for their first paid and independent employment position through work-based readiness instruction and learning experiences.

Students who participate in Q2A will have the opportunity to work alongside seasoned UMC employees and a Quest job coach in 10 different departments to learn the skills and job tasks required of each department.

By the end of 2022, 4 students were offered paid positions with the hospital. Throughout the year, the advisory group met to assess the progress of the current cohort and conduct interviews to place future participants for the summer session and fall semester.

Business Services

Workforce Solutions South Plains is the one stop shop for all your workforce related needs, whether you are a job seeker looking for training to jumpstart your career or a business owner in need of qualified employees to keep your business running. We focus on investing in our regional economic success through access to jobs, training, and employer services.

WSSP partners with local employers to find the right employees. Our Business Services Unit works with these employers to conduct personalized Hiring Events, planned with a focus on the company and the specific postings they need to fill and host the event in our Workforce Center. Our team can assist businesses in the South Plains region with our no-cost solutions through every stage of their workforce needs.

We are here to be your teacher, coach, and partner in finding your next job opportunity. We offer a variety of free workshops each week to help you find and secure your next job. Our experienced and dedicated trainers have taught thousands of job seekers how to get the most out of WorkInTexas.com, create effective resumes, ace job interviews, succeed at work and more. WSSP continued hosting both in person and virtual job fairs throughout the year, with a focus on our Targeted Occupations for the South Plains.



60

HIRING EVENTS HOSTED
IN CAREER CENTERS

10

VIRTUAL JOB
FAIRS HELD

690

JOB SEEKERS
ATTENDING

222

TOTAL BUSINESSES
ATTENDING

3

IN PERSON JOB
FAIRS HELD

508

JOB SEEKERS
ATTENDING

170

TOTAL BUSINESSES
ATTENDING

9,101

TOTAL JOB OPENINGS
OFFERED AT JOB FAIRS

11,347

SERVICES PROVIDED
TO INDIVIDUALS

5,641

TOTAL JOB ORDERS
CREATED

4,548

NEW INDIVIDUAL REGISTERED
IN WORKINTEXAS.COM

Job Seeker Services Spotlight

Erin Tienda

RN Covenant School of Nursing

Employed at: Covenant Children's Hospital



Hello, my name is Erin Tienda and I recently graduated from Covenant School of Nursing. My mom is a nurse and I have always dreamed of following in her footsteps. All my life my parents have worked extremely hard to give us as many opportunities as possible. While I was in nursing school, I worked Friday, Saturday, and Sunday nearly every week to help pay rent and save for school. It was very hard to worry about class, studying, and paying my bills. My parents tried to help me out as much as possible, but they were limited. This put a lot of pressure and stress on me to help pay for my school. It was a very stressful time when I applied for the Workforce Innovation Opportunity Act (WIOA) program. I was beyond thrilled and relieved when I found out that I had gotten accepted. It was this huge weight lifted off my shoulders and my parents. The program has helped pay for my tuition, helped me get my uniforms while in school, and for my job after graduation. They have helped me graduate from nursing school with no loans or debt. I could not be more thankful for the program, and my case managers who have helped take care of me through this whole process. I started my job at Covenant and passed the NCLEX this past month. I am currently working in the Pediatric Emergency Room. Without the WIOA program I would be in debt and stressed about juggling school and work. I hope that I am able to help as many people as possible in my nursing career.

Gavino Aguilar

South Plains College

Employed at: Texas Tech University -
IT Support Technician



Gavino Aguilar is a former Trade Adjustment Act (TAA)/ WIOA Dislocated worker. He entered into the program on 7/2/2019 after being laid off from Caterpillar Work Tools Inc. (Waco, TX). Gavino had been employed there as a production worker for approximately 4 ½ years. His educational experience started at Ozark Community College in Springfield, MO in the field of Computer Information Systems. After completing one semester there, Mr. Aguilar decided to transfer to South Plains College in Levelland, Tx on January 13, 2020. It is here where Gavino reached out to the Workforce Solutions South Plains office in Lubbock, TX for further educational assistance through the TAA/ WIOA programs. Through hard work and dedication, Mr. Aguilar successfully obtained his Associate of Applied Science Degree on 12/16/2021. On 2/1/22, Gavino was hired by Texas Tech University as an IT Support Technician. Mr. Aguilar has stated that the TAA/WIOA program was a “great experience that helped me get through school.” He is very thankful for the assistance. His plans for the future are to learn and grow with his current position. He will continue to gain certifications and experiences that will assist him in the IT world.

Justin Torres

CDL Training

Employed at: Standard Energy



My name is Justin Torres, and I am from Lubbock, TX. I would like to thank the Workforce South Plains WIOA program for helping me to achieve my goal of finding a career. Without WIOA, I would not have been given the opportunity to obtain my current job as a truck driver with Standard Energy. As a young dad working minimum wage jobs was not allowing me to support my son with necessities. My case manager helped me with the application process, completing the documents and then provided employment job search. WIOA has given me the ability to expand my opportunities and grow in employment. The time they have given me and assisted me, I cannot thank them enough.

VETERAN SERVICES

Hiring & You!

Red, White

306

VETERANS SERVED

40

SOUTH PLAINS EMPLOYERS

47

JOB SEEKERS ATTENDED

At Workforce Solutions South Plains, it is our privilege to serve the veterans and their spouses in our 15-county service area. If you have served in the Armed Forces or are an eligible spouse, we are honored to meet your job search and training needs. Honorably discharged veterans and eligible spouses are afforded priority services in our Career Centers with the help of our partnerships with the Texas Veterans Commission and local employers and organizations.



On November 10, Workforce Solutions South Plains hosted the 11th annual statewide Hiring Red, White, & You! (HRWY) veterans job fair at the Lubbock Memorial Civic Center. HRWY connects veterans, transitioning military members, and military spouses to employers throughout Texas

TMC

TEXAS MEDICAL CENTER

From Left to Right: Lawrence Denton, West Texas District Manager, Veterans Employment Services; Tom McCarty, Texas Workforce Commission; Martin Aguirre, CEO Workforce Solutions South Plains; Commissioner Mike Hernandez, Texas Veterans Commission



Target Occupations

Workforce Innovation and Opportunity Act (WIOA) funds are used to fund the cost of training that prepares individuals to work in occupations that are critical to the growth and competitiveness of the targeted industries. Training is funded through Individual Training Accounts to assist with the cost of tuition, fees, books, and other training-related costs.

Occupations selected for targeting meet the following criteria:

- The occupation is a key occupation that supports at least one of the targeted industries.
- The entry-level wage is greater than the Board's Self-Sufficiency Wage (SSW) Standard.
- The occupation will add more than 100 jobs between 2020 and 2030
- The occupation will grow at a rate of 10% or more between 2020 and 2030.
- The Bureau of Labor Statistics indicates that formal training is needed to enter the occupation.

Based on a review of labor market information the following occupations are targeted for WIOA expenditures.

| TARGET OCCUPATION | GROWTH RATE 2020-2030 | 2020-2030 MEAN ANNUAL WAGE |
|--|-----------------------|----------------------------|
| Software Developers, Applications | 42% | \$72,133 |
| Office Clerks, General | 4.9% | \$34,250 |
| Dental Assistants | 24.7% | \$36,480 |
| Medical Assistants | 26.4% | \$31,333 |
| Billing and Posting Clerks | 14.1% | \$35,345 |
| Computer User Support Specialists | 20.5% | \$45,250 |
| Respiratory Therapists | 25.8% | \$59,718 |
| Medical Secretaries | 17.8% | \$32,072 |
| Heating, AC, & Refrigeration Mechanics & Installers | 17.4% | \$45,433 |
| Pharmacy Technicians | 22.2% | \$35,526 |
| Plumbers, Pipefitters, and Steamfitters | 17.9% | \$46,700 |
| Licensed Practical and Licensed Vocational Nurses | 16.4% | \$46,757 |
| Registered Nurses | 10.6% | \$72,227 |
| Heavy and Tractor-Trailer Truck Drivers | 21.1% | \$46,399 |
| First-Line Supervisors of Food Preparation and Serving Workers | 21.3% | \$32,744 |
| Electricians | 24.5% | \$46,510 |
| Bus and Truck Mechanics and Diesel Engine Specialists | 20.2% | \$47,529 |
| Maintenance and Repair Workers, General | 16% | \$35,172 |
| Radiologic Technologists | 12.1% | \$59,112 |
| Welders, Cutters, Solderers, and Brazers | 3.4% | \$44,653 |
| Police and Sheriff's Patrol Officers | 13% | \$60,665 |
| Automotive Service Technicians and Mechanics | 6.6% | \$44,401 |
| Emergency Medical Technicians and Paramedics | 10% | \$30,464 |
| Machinists | 8.9% | \$44,653 |
| Construction Laborers | 12.5% | \$34,135 |
| General and Operations Managers | 18.6% | \$90,268 |
| Medical and Health Services Managers | 37.3% | \$100,567 |
| Preschool Teachers, Except Special Education | 13.9% | \$32,102 |
| Refuse and Recyclable Material Collectors | 12% | \$33,800 |
| Service Unit Operators, Oil, Gas, and Mining | 49.8% | \$56,155 |
| Wind Turbine Service Technicians* | 101.9% | \$55,195 |

*Statewide data; local data not available

PROGRAM INITIATIVES

TOTAL LIVES IMPACTED

15,482



6,509
TOTAL CUSTOMERS SERVED

2,835
AVERAGE NUMBER OF CHILDREN
SERVED EACH DAY

251
WORKFORCE INNOVATION &
OPPORTUNITY ACT (WIOA) ADULT/
DISLOCATED WORKERS SERVED

2,237
EMPLOYERS SERVED

3,186
UNEMPLOYED INSURANCE
(UI) SERVED

65
CUSTOMERS TRAINED

54
YOUTH SERVED

50
DISLOCATED WORKER
EMERGENCY GRANT SERVED

306
VETERANS SERVED



PROGRAM EXPENDITURES

TOTAL

\$26,107,281.73

- WIOA-Adult
3% \$715,171.41
- WIOA-Dislocated Worker
2% \$592,542.70
- National Dislocated Worker
1% \$202,065.47
- WIOA-Youth
4% \$936,833.14
- TANF
5% \$1,275,128.75
- SNAP E&T
1% \$339,760.51
- Child Care
80% \$20,860,117.29
- Trade
0% \$3,983.46
- Other
5% \$1,181,679.00



Board of Directors

Chuck Smith, Chair
Bailey County
Private Sector
Bailey County Electric Cooperative Assn.

David Quintanilla, Vice-Chair
Lubbock County
Private Sector
Plains Capital Bank

Kimberly Harrel, Secretary
Yoakum County
Private Sector
Newtex Mortgage Company

Adrienne Cozart, Past Chair
Lubbock County
Private Sector
UMC Health System

Patrick Albritton
Lubbock County
Education/Veteran
Texas Tech University

Wesley Anderson
Floyd County
Private Sector
Ace Hardware

Sharon Bass
Lubbock County
Community Based Organization
Volunteer Center of Lubbock

Rob Blair
Hockley County
Education
South Plains College

Denver Bruner
Hockley County
Private Sector
Sodexo

Chris Carpenter
Lubbock County
Private Sector
Armstrong Mechanical

Chris Chambers
Lubbock County
Private Sector
Chambers Engineering, LLC

Kandace Decker
Lubbock County
Vocational Rehab
Vocational Rehabilitative Services

Dela Esqueda
Lubbock County
Community Based Organization
Guadalupe Parkway Neighborhood Center

Kenneth Hill
Cochran County
Private Sector
City Bank, Morton

Julie Laughlin
Lubbock County
Literacy/Childcare Representative
Literacy Lubbock

Scott Martin
Dickens County
Private Sector
DC Auto Parts

Tom McCarty
Lubbock County
Public Employment Services
Texas Workforce Commission

Mark McCormick
Crosby County
Private Sector
Agriculture Precision Supply

Willis McCutcheon
Hale County
Private Sector
Happy State Bank

Beth Miller
Lubbock County
Community Based Organization
Health & Human Services Commission

Kathy Nelson
Garza County
Community Based Organization
Garza County Child Welfare Board

John Osborne
Lubbock County
Economic Development
Lubbock Economic Development Alliance

Barry Pittman
Lynn County
Private Sector
Lyntegar Electric

Robin Raney
Lubbock County
Community Based Organization
Goodwill Industries of NWTX

Misty Rieber
Lubbock County
Education
Lubbock Independent School District

Gilbert Salazar
Lubbock County
Labor
Lubbock Central Labor Council

Gabe Vitela
Lubbock County
Private Sector
One Guy from Italy Family Restaurant

Dr. Kyle Wargo
Lubbock County
Adult Basic & Cont. Education
Region XVII Service Center

Chief Elected Officials

Judge Sherri Harrison
Bailey County

Judge Pat Henry
Cochran County

Judge Rusty Forbes
Crosby County

Judge Kevin Brendle
Dickens County

Judge Marty Lucke
Floyd County

Judge Lee Norman
Garza County

Judge David B. Mull
Hale County

Judge Sharla Baldridge
Hockley County

Judge Duane Daniel
King County

Judge Mike DeLoach
Lamb County

Judge Curtis Parrish
Lubbock County

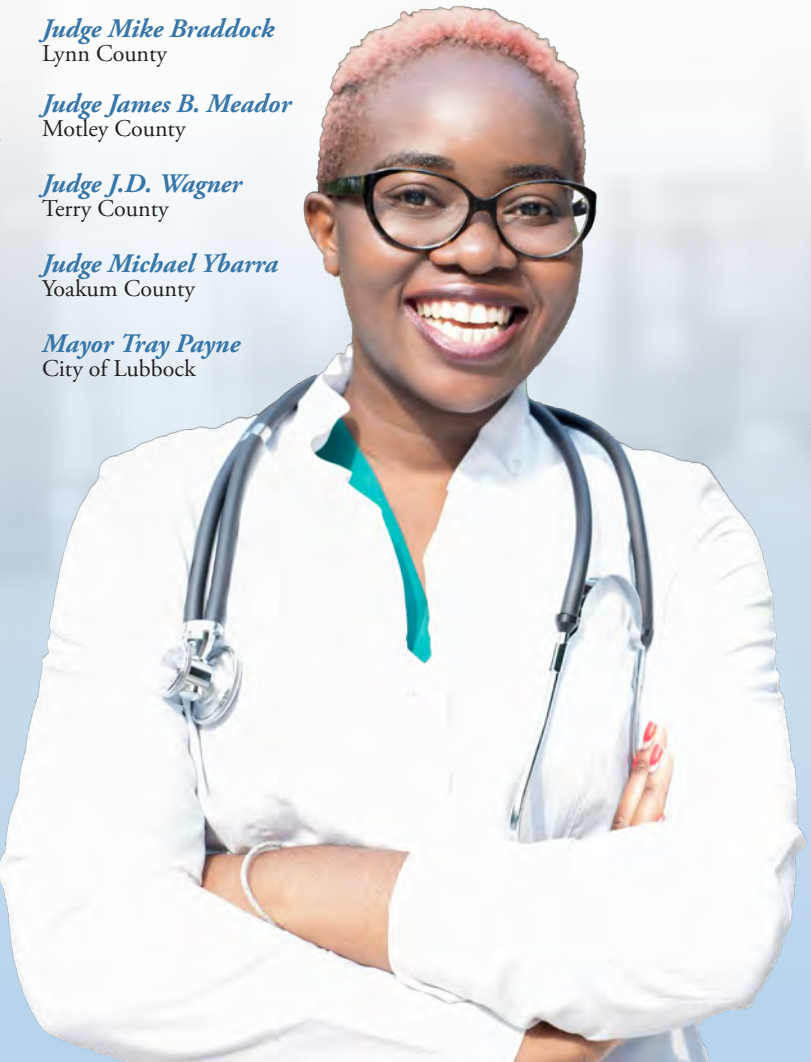
Judge Mike Braddock
Lynn County

Judge James B. Meador
Motley County

Judge J.D. Wagner
Terry County

Judge Michael Ybarra
Yoakum County

Mayor Tray Payne
City of Lubbock



South Plains Regional Workforce Development Board Staff

Chief Executive Officer
Martin Aguirre

Chief Operations Officer
Rocky Brown

Chief Financial Officer
Lisa Rivera

Accounting Analyst
Veronica Lovato

Child Care Accounting Clerk
Krystel Martinez

Director of Business Development
Danny Soliz

Director of Strategic Planning
Vacant

Contracts, Child Care, & Youth Program Manager
Rosa Hernandez

Program Manager/EO/504 Coordinator
Sandra Mendoza

Program Monitor
Noel Morin

Student HireAbility Navigator
Rett Anderton

Career & Education Outreach Specialist
Marina Molina

Director of Communications
Allison Roberts

Systems Administrator
Richard Waite

Assistant Systems Administrator
Todd Tibbets

Executive Assistant to CEO & Board Relations
Marie Compain

Receptionist
Teresa Patterson

What Our Community Has to Say

“Very helpful and informative”

“Great place for job seekers”

“Elizabeth at the front desk, she always welcomes us with a smile, and she always helps us with any questions we have.”

“They were very friendly. They assisted me to the best of their knowledge and didn’t have an attitude! The girls in there were very talkative and nice.”

“Very helpful.”

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Career Centers

Brownfield

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

Child Care Services

2002 W Loop 289, Ste. 117
(inside Wayland Plaza)
Lubbock, TX 79407
Phone: 806-744-3572
Fax: 806-744-3576
Toll Free: 800-658-6284

Levelland

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

Lubbock

2002 W Loop 289, Ste. 117
(inside Wayland Plaza)
Lubbock, TX 79407
Phone: 806-765-5038
Fax: 806-747-7638
Toll Free: 866-765-5038

Muleshoe

203 Main Street
Muleshoe, TX 79347
Phone: 806-272-7540

Plainview

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

Board Administration

1500 Broadway, Suite 800
Lubbock, TX 79401
www.workforcesouthplains.org
(806) 744-1987



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