



Public Relations Committee Meeting

September 7, 2022
3:00 pm

Bayview Tower
400 Mann Street, Suite 800
Conference Room #1
Corpus Christi, TX

Join Zoom Meeting

<https://us02web.zoom.us/j/81971403361?pwd=SHBHLzFwVzFWeXQ0M0JDTm9QYWtGdz09>

Toll-Free Call In

888 475 4499 US Toll-free

Meeting ID: 819 7140 3361

Passcode: 567223

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.



Public Relations Committee Meeting

Bayview Tower – 400 Mann Street, Suite 800 – Conference Room #1
Corpus Christi, Texas

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Wednesday, September 7, 2022 – 3:00 pm

AGENDA

Page

- I. Call to Order: *Carlos Ramirez, Vice Chair*
- II. TOMA Rules: *Janet Neely*
- III. Roll Call: *Janet Neely*.....3
- IV. **Announcement on Disclosure of Conflicts of Interest**
Any Conflicts of Interest or Appearance of a Conflict of Interest with items on this agenda shall be declared at this time. Members with conflicts will refrain from voting and are asked to refrain from discussion on such items. Conflicts discovered later in the meeting shall be disclosed at that time. Note: Information on open meetings is included at the end of this agenda.
- V. **Public Comments**
- VI. **Discussion and Possible Action on Minutes of the May 4, 2022 Public Relations Committee Meeting**.....4-6
- VII. **Discussion and Possible Action on Awareness/Outreach Plan:**.....7
 - a. Communications Department Updates and Completed Projects: *Xena Mercado*
 - b. Current Projects and Program Outreach: *Xena Mercado*
 - c. Social Media Updates and Insights: *Rufino Martinez*

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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 1.800.735.2988 or 7-1-1 (voice)

VIII. **Information Only:**.....8-11
a. Jobs and Employment Report: *Rufino Martinez*
b. Employer and Partner Data Requests: *Rufino Martinez*

IX. **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 our administrative offices 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, 400 Mann St. Ste. 800, 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.

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**Public Relations Committee
Roll Call Roster
September 7, 2022
(5 = Quorum)**

_____ C. Michelle Unda, Chair

_____ Carlos Ramirez, Vice Chair

_____ Tracy Florence

_____ Arnoldo Cantu

_____ Omar Lopez

_____ Ofelia Hunter

_____ Rosie Collin

_____ Eric Evans

Signed

Printed Name

MINUTES
Workforce Solutions Coastal Bend – Public Relations Committee
Bayview Tower – 400 Mann Street, Suite 800 – Conference Room #1
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/85133334979?pwd=VGt5cm5oaExOcFIBT1JXS3hXTEtjQT09>

Toll-Free Call In

888 475 4499 US Toll-free

Meeting ID: 851 3333 4979

Passcode: 865986

May 4, 2022 – 3:00 pm

Committee Members

Present

C. Michelle Unda, Chair
Carlos Ramirez, Vice Chair
Ofelia Hunter
Eric Evans

Absent

Tracy Florence
Arnoldo Cantu
Omar Lopez
Rosie Collin

Others Present

Ken Trevino, Workforce Solutions
Amy Villarreal, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Xena Mercado, Workforce Solutions
Rufino Martinez, Workforce Solutions
Artug Altug, Workforce Solutions
Tony Armadillo, Workforce Solutions
Rosina Salas, Workforce Solutions
Denise Woodson, Workforce Solutions
Christina Miller, Workforce Solutions
Valerie De La Cruz, Workforce Solutions
Valerie Ann De La Cruz, Workforce Solutions
Alba Silvas, Workforce Solutions
Catherine Cole, Workforce Solutions
Allyson Riojas, Workforce Solutions
Celina Leal, Workforce Solutions
Norma Ochoa, Workforce Solutions
Esther Velazquez, Workforce Solutions
Geri Escobar, C2GPS, LLC
Armando Martinez, C2GPS, LLC
Kenia Dimas, BakerRipley

Other Board Members Present

Gloria Perez

- I. **Call to Order**
Ms. Unda called the meeting to order at 3:10 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.
- IV. **Announcement on Disclosure of Conflicts of Interest**
Attention was called to the Disclosure and Declaration of Conflict of Interest and disclosures were requested by the chair at this time. None were made.

V. **Public Comments**

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

VI. **Discussion and Possible Action on Minutes of the September 8, 2021 Public Relations Committee Meeting**

Mr. Ramirez moved to approve the minutes of the September 8, 2021 Public Relations Committee meeting. The motion was seconded by Ms. Perez and passed.

VII. **Discussion and Possible Action on Minutes of the February 9, 2022 Public Relations Committee Meeting**

Ms. Perez moved to approve the minutes of the February 9, 2022 Public Relations Committee meeting. The motion was seconded by Ms. Hunter and passed.

VIII. **Discussion and Possible Action on Awareness/Outreach Plan**

a. *Communications Department Updates and Completed Projects*

Ms. Mercado presented information on Communications Department updates and completed projects.

- UpskillCoastalBend.org Update
- Past Events and Completed Projects
 - South Texas Career Connection Employer Expo – February 23, 2022
 - San Patricio EDC Professional Skills & Trades Job Fair – February 24, 2022
 - City of Corpus Christi Hiring Event – April 5, 2022

Ms. Mercado introduced new Board staff Mr. Tony Armadillo, Digital and Design Content Specialist II of Workforce Solutions Coastal Bend. Ms. Mercado thanked Mr. Armadillo and expressed her gratitude for having him on the team.

Ms. Mercado shared a recap video of the South Texas Career Connection Career & Technical Employer Expo. Commissioner Julian Alvarez III was in attendance at this event held at the San Diego High School Gym on February 23, 2022. Commissioner Alvarez stated the sky is the limit! He is glad to see that the Texas Workforce Commission, the local Workforce Board, and the Coastal Bend is under the leadership of Ken Trevino has been so proactive and making sure that we are job ready with the skilled workforce of tomorrow.

Ms. Mercado recognized Ms. Ochoa, Director of Business and Education Engagement and the Business Services team for doing a fantastic job coordinating events like this.

Ms. Mercado and the Public Relations team worked with Mayor Paulette Guajardo on a promotional video for the City of Corpus Christi Hiring Event. Ms. Mercado shared the promotional video at the Public Relations Committee Meeting. The City of Corpus Christi Hiring Event was held at the American Bank Center on April 5, 2022.

Ms. Mercado shared a City of Corpus Christi All City Job Fair recap video of the success of the event.

Mr. Ramirez recognized the Public Relations team on their recap video of the success of the event. Mr. Ramirez mentioned that it is important for people to do well, can see the end result and get businesses involved.

b. *Current Projects and Program Outreach*

Ms. Mercado presented information on current projects and program outreach.

- Promotional and Planning for Upcoming Projects
 - Summer Earn & Learn Employer Signing Day – May 21, 2022
 - Educator Externship 2022 is Underway
 - YOU! Choose Career Expo 2022 – September 21, 2022

- Buc Days Parade Tailgate Party – May 7, 2022
- SEAL Signing Day – May 21, 2022
- TWS-VR Meet & Greet – May 24, 2022
- Summer Youth Job Fair – May 26, 2022
- Foster Youth Field Day at the Hooks Stadium – May 27, 2022
- Article in Coastal Bend Channels Magazine
- Production Studio Updates & Production Schedule
 - Green Screen & Teleprompter

c. *Social Media Updates and Insights*

Mr. Martinez provided information on Social Media updates and Insights.

IX. **Information Only:**

a. *Jobs and Employment Report*

Mr. Martinez presented the March 2022 Jobs and Employment Report (included on pages 11-16 of the May 4 agenda packet).

b. *Employer and Partner Data Requests*

Mr. Martinez provided information on Employer and Partner Data Requests (included on pages 11-16 of the May 4 agenda packet).

Mr. Evans recognized the Public Relations team on their presentation containing plenty of excellent data and very impressive overall.

Ms. Unda agreed with Mr. Evans comment.

Ms. Perez thanked Ms. Unda for all the work that she is doing and reminding everyone to follow Workforce Solutions Coastal Bend on social media.

Ms. Perez recognized Ms. Mercado and the Public Relations team on the videos that were prepared after the events on getting feedback from the employers and participants.

Ms. Mercado expressed her appreciation and thanked everyone for their support.

Ms. Unda thanked everyone for attending the Public Relations meeting.

X. **Adjournment**

The meeting adjourned at 4:09 pm.

DISCUSSION AND POSSIBLE ACTION

VII – a, b & c. Awareness/Outreach Plan

BACKGROUND INFORMATION

The Public Relations Committee continues to meet to review ideas and expand discussion on how to increase the awareness and outreach efforts of services that Workforce Solutions offers to both employers and job seekers.

- a. Communications Department Updates and Completed Projects
- b. Current Projects and Program Outreach
- c. Social Media Updates and Insights

RECOMMENDATION

The Public Relations Committee discuss and take appropriate action on the information presented to broaden the awareness of services provided by Workforce Solutions of the Coastal Bend. Discussions under this section may result in additional actions or recommendations to staff.

INFORMATION ONLY

VIII – a, b & c. Jobs and Employment Report & Employer and Partner Data Requests

BACKGROUND INFORMATION

Jobs and Employment Report

The Corpus Christi Metropolitan Statistical Area (MSA) unemployment rate increased to 5.8% according to the June 2022 Jobs Report. The unemployment rate for the Coastal Bend region rose from 5.2% to 5.9% over the month.

Due to the cyclical pattern of Education occupations in the Coastal Bend region, all 11 counties experienced increases in their unemployment rates over the month. However, over the year all 11 Coastal Bend counties decreased from June 2021. Jim Wells and Duval County both posted the largest yearly decreases in their unemployment rate dropping 3.9% from June 2021.

The Leisure and Hospitality Super Sector added 800 jobs in the Corpus Christi MSA while the Professional and Business Services Super Sector added 400 jobs over the month.

With seasonal work in full swing, the Retail Trade and Accommodation and Food Services industries continue to offer numerous job opportunities for job seekers. Occupations such as Salespersons, and Restaurant Workers/Supervisors remain in high demand in the Coastal Bend region. With over 10,000 jobs currently available on WorkinTexas.com across all industry sectors, employers are offering multiple career options for job seekers looking for full-time or seasonal employment.

Employer and Partner Data Requests –over the last 12 months

August 2021

- Growing Industries – Region A
- Growing Industries – Region B
- Growing Industries – Region C
- Growing Industries – Region D
- Declining Industries – Region A
- Declining Industries – Region B
- Declining Industries – Region C
- Declining Industries – Region D
- Top Companies Posting/Openings

September 2021

- Industry Overview – Manufacturing
- Industry Overview – Manufacturing v2

- Industry Overview – Parts Manufacturing
- Occupational Overview – Parts Manufacturing
- All Businesses – Bee County
- Occupational Analysis Bee County
- Occupational Overview Bee County

October 2021

- Wage Analysis - City of Falfurrias
- Industry Snapshot Maritime
- Occupational Table – Maritime
- Wage Survey
- Staffing Pattern - Law Offices
- Industry Snapshot – Law Offices
- Manufacturing Wage Analysis – 3 county region

November 2021

- Economic Overview – San Patricio
- Wage Analysis – Janitorial Services

December 2021

- Highest Ranking Occupations – Kleberg County
- Highest Ranking Occupations – Jim Wells
- Highest Ranking Occupations – Duval County
- Highest Ranking Occupations – 3 County region
- Highest Ranking Occupations – Coastal Bend region
- Staffing Patterns – Industry X
- Industry Snapshot – X

January 2022

- Economic Overview – Coastal Bend region
- Economic questionnaire responses
- Industry Overview – Industry X
- Staffing Pattern Availability
- Industry Overview Manufacturing – County X
- Occupation Analysis – Nursing
- Industry Overview – Bee County
- Industry Overview – Live Oak County
- Industry Overview – Karnes County
- Industry Overview – San Patricio County
- Industry Overview – Jim Wells County

February 2022

- San Patricio Economic Overview
- 12 County Judges report

- Wage Analysis – Manufacturing
- Occupational Overview – Accounting
- Special State of the Workforce Report
- Labor Market Information – Kingsville

March 2022

- Wage Analysis – Telecomm/IT
- Work In Texas – Jobs Report / Nueces County
- Industry Overview – Oil and Gas Extraction
- Credentialed Training report
- Updated State of the Workforce

April 2022

- Post COVID analysis by gender/occupation /industry
- Targeted Occupations Update
- Bee County Industry X Overview
- Health Care Industry Overview

May 2022

- Company X Wage Analysis Report
- Economic Overview Coastal Bend
- Industry Snapshot Health Care
- Wage Analysis Health Care
- Maritime Industry Report

June 2022

- Kleberg County Industry Report: Law Enforcement
- Kleberg County Economic Overview
- Coastal Bend Industry Analysis: CIS/Cyber Security
- Coastal Bend: Health Care Information System Report

July 2022

- Oil Price/ Unemployment Rate Report
- All 11 County Economic Overview
- Economic Overview: Corpus Christi MSA
- Updated TOL List

BACKGROUND

Local Labor Market information for June 2022 is included on the following pages.

Coastal Bend Workforce Area

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

Area	Area Type	Latest Monthly Data June 2022						Previous Monthly Data May 2022				Year Ago June 2021			
		Labor Force	Employment	Unemployment	Rate	M+-	Y+-	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	164,023,000	158,111,000	5,912,000	3.6	0	-2.3	164,376,000	158,426,000	5,950,000	3.6	161,114,000	151,612,000	9,502,000	5.9
Texas	State	14,555,733	13,957,777	597,956	4.1	-0.1	-1.8	14,515,783	13,907,819	607,964	4.2	14,243,426	13,405,578	837,848	5.9
Corpus Christi	MSA	203,896	192,102	11,794	5.8	0.7	-1.6	202,884	191,387	10,367	5.1	203,308	187,291	15,017	7.4
Coastal Bend	WDA	257,016	241,764	15,252	5.9	0.7	-2.4	256,329	242,934	13,395	5.2	257,647	236,315	21,332	8.3
Aransas	County	9,321	8,781	540	5.8	0.6	-2.2	9,264	8,784	480	5.2	9,280	8,540	740	8.0
Bee	County	8,810	8,143	667	7.6	1.0	-1.8	8,875	8,290	585	6.6	9,330	8,456	874	9.4
Brooks	County	2,501	2,318	183	7.3	1.2	-2.8	2,469	2,319	150	6.1	2,533	2,278	255	10.1
Duval	County	5,464	5,161	303	5.5	0.4	-3.9	5,480	5,201	279	5.1	5,388	4,884	504	9.4
Jim Wells	County	15,431	14,295	1,136	7.4	0.9	-3.9	15,358	14,366	992	6.5	15,764	13,976	1,788	11.3
Kenedy	County	189	179	10	5.3	1.0	-1.3	187	179	8	4.3	183	171	12	6.6
Kleberg	County	12,916	12,179	737	5.7	0.9	-2.5	13,578	12,930	648	4.8	13,016	11,954	1,062	8.2
Live Oak	County	4,755	4,505	250	5.3	0.8	-2.2	4,778	4,563	215	4.5	4,921	4,552	369	7.5
Nueces	County	164,982	155,883	9,099	5.5	0.6	-2.2	163,914	155,926	7,988	4.9	164,609	151,958	12,651	7.7
Refugio	County	3,054	2,882	172	5.6	0.6	-1.4	3,035	2,884	151	5.0	3,027	2,815	212	7.0
San Patricio	County	29,593	27,438	2,155	7.3	0.8	-2.4	29,391	27,492	1,899	6.5	29,596	26,731	2,865	9.7

(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	All Occupations-	Average \$18.35/hr.	Entry level \$8.58/hr.	Experienced workers \$ 23.24/hr.	Top 10% \$33.56/hr.
Texas	All Occupations-	Average \$20.97/hr.	Entry level \$8.88/hr.	Experienced workers \$ 27.02/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	8.7%	12th grade & GED	27.7%	Associates degree	7.0%	Graduate or Professional degrees	8.4%
9th thru 11th grade	9.3%	Some College	25.1%	Bachelor's degree	13.8%		

- 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	\$28,739	Graduate or Professional	\$56,681
High School & GED	\$26,818	Bachelor's	\$44,078		

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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.

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
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.
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 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.