



Workforce Services Committee Meeting

September 7, 2023
1:30 pm

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

Join Zoom Meeting

<https://us02web.zoom.us/j/81304299175?pwd=RHFTMWNrWDhOTkRVTVM0STFvUEQ5QT09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 813 0429 9175

Passcode: 977305

www.workforcesolutionscb.org

Strategic Goals

- Establish and Strengthen Partnerships
- Effectively/Efficiently Target Rural Area Services
- Increase Workforce Awareness
- Expand Innovative Services to Business
- Explore New Revenue Opportunities
- Improve Internal Efficiencies
- Refine Board Culture

Mission Statement

At Workforce Solutions of the Coastal Bend, we invest in our regional economic success through access to jobs, training, and employer services.

Value Statement

Accountability – We address our customers and co-workers in a positive manner that elevates their spirit and creates a professional, supportive workplace for staff, job seekers, and employers.

Teamwork – We combine our individual talents for the benefit of the mission and common goals leveraging our unique abilities and contributions.

Trust – We consistently deliver on our commitments to our customers and co-workers to establish strong, sustainable relationships.

Integrity – We are honest, supportive, candid in addressing difficult issues, and willing to share success to demonstrate respect and consideration for our customers and co-workers.

Tenacity – We resist giving up when the going gets tough and support our customers and co-workers in seeing that issues are resolved and the job gets done.

Understanding – We are serious and passionate about delivering our services with compassion and empathy.

Dignity – We interact with customers and co-workers professionally regardless of their backgrounds, experience, and circumstances to reflect our commitment as public servants.

Enthusiasm – We recognize the importance and value of our work and know that every day we have the opportunity to help build the economic success of our regional economy.

Disclosure and Declaration of a Conflict of Interest

Conflicts of Interest and the appearance of Conflicts of Interest shall be reported according to Board Administrative Policies #1.0.101.00 - Standards of Conduct and Conflict of Interest; and #1.0.105.00 - Reporting Conflict of Interest, Fraud, and Abuse, which were adopted by the Board of Directors on April 26, 2007.

Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee is in a decision-making position and has a direct or indirect interest, particularly a financial interest, that influences the individual's ability to perform job duties and fulfill responsibilities.

Appearance of a Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee's action appears to be:

- influenced by considerations of one or more of the following: gain to the person, entity, or organization for which the person has an employment interest, substantial financial interest, or other interest, whether direct or indirect (other than those consistent with the terms of the contract), or;
- motivated by design to gain improper influence over the Commission, the Agency, the Board, or the Board's Chief Elected Officials.

Code of Ethics

The Workforce Solutions Code of Ethics is a guide for dealing with ethical matters in the workplace and in our relationship with our clients and members of the community.

- We believe in respect for the individual.
- We believe all persons are entitled to be treated with respect, compassion and dignity.
- We believe in openness and honesty in dealing with the general public, the people we serve, and our peers.
- We believe in striving for excellence.
- We believe in conducting ourselves in a way that will avoid even the appearance of favoritism, undue influence or impropriety, so as to preserve public confidence in our efforts.



Workforce Services Committee Meeting

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

Join Zoom Meeting

<https://us02web.zoom.us/j/81304299175?pwd=RHFTMWNrWDhOTkRVTVM0STFvJUEQ5QT09>

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Thursday, September 7 – 1:30pm

AGENDA

Page

- I. Call to Order: *Manny Salazar, 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, 2023, Workforce Services Committee Meeting**.....4-6
- VII. **Items for Discussion and Possible Action:**
 - 1. Board Policy # 4.0.103.06- Case Management: *Alba Silvas*.....7-13
 - 2. Board Policy # 4.5.100.09- Work Search Requirement: *Alba Silvas*.....14-16

(cont. page 2)

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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:**

1. Services to Workers
 - a. Strategic Board Goals Update Related to Workforce Services: *Alba Silvas*.....17
 - b. Policy Review Schedule: *Alba Silvas*.....18-20
 - c. Program Updates: *Alba Silvas*.....21-22
2. Services to Youth
 - a. Ad Hoc Youth Topics: *Catherine “Katie” Cole*.....23
3. Services to Business
 - a. Business Solutions Report: *Alba Silvas & Geri Escobar*.....24-26
4. Local Labor Market Intelligence
 - a. Jobs and employment report- Q3: *Allyson Riojas*.....27-32
5. Performance Measure Update
 - a. Board Contract Year 2023: *Alba Silvas*.....33-36
6. Facilities Update: *Amy Villarreal*.....37

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 the **Mission Career Center, Mission Training Room** and on **ZOOM**. With this format, comes some changes to what is required of board members and the public.

- The presiding member (Chair or designee) must be in-person at the meeting location, 4981 Ayers Street, Corpus Christi, Texas.
- Board members must be visible on camera in order to count toward the quorum and in order to vote.
- The public and all presenters will need to be visible while presenting information.

This hybrid meeting format will allow us to meet TOMA rules, while still ensuring the safety of those who must attend.

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**Workforce Services Committee
Roll Call Roster
September 7, 2023
(4 = Quorum)**

_____ Manny Salazar, Chair

_____ Randy Giesler, Vice-Chair

_____ Michelle Lozano

_____ Travis Nelson

_____ Dr. Criselda Leal

_____ Dr. Leonard Rivera

_____ Brittany Sotelo

Signed

Printed Name

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

Join Zoom Meeting

<https://us02web.zoom.us/j/85255803128?pwd=N01ZV2JhWUFWbXF6UXhHY0xBSi9Wdz09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 852 5580 3128

Passcode: 912648

May 4, 2023 – 1:30 pm

Committee Members

Present

Manny Salazar, Chair
Randy Giesler, Vice Chair
Travis Nelson
Criselda Leal

Absent

Michelle Lozano

Others Present

Ken Trevino, Workforce Solutions
Amy Villarreal, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Alba Silvas, Workforce Solutions
Catherine Cole, Workforce Solutions
Allyson Riojas, Workforce Solutions
Rosina Salas, Workforce Solutions
Celina Leal, Workforce Solutions
Dorothy Guerrero, Workforce Solutions
Xena Mercado, Workforce Solutions
Christina Miller, Workforce Solutions
Denise Woodson, Workforce Solutions
Esther Velazquez, Workforce Solutions
Arielle Rodriguez, Workforce Solutions
Valerie Ann De Le Cruz, Workforce Solutions
Vicki Stonum, Workforce Solutions
Chakib Chehadi, C2GPS, LLC
Geri Escobar, C2GPS, LLC
Ricardo Munoz, C2GPS, LLC

Other Board Members Present

Raynaldo De Los Santos, Jr.
Jesse Gatewood

I. Call to Order

Mr. Salazar called the meeting to order at 1:30 pm.

II. TOMA Rules

Ms. Neely provided information on the Texas Open Meetings Act (TOMA) Rules.

III. Roll Call

The roll was called and a quorum was present. Mr. De Los Santos, Jr. and Mr. Gatewood were also in attendance.

IV. Announcement on Disclosure of Conflicts of Interest

Attention was called to the Disclosure and Declaration of Conflict of Interest and disclosures were requested by the chair at this time. None were made.

V. Public Comments

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

Mr. Trevino announced there were two C2 guests in attendance and asked them to introduce themselves.

Mr. Chakib Chehadi, Chief Executive Officer for C2 Global Professional Services thanked the board members and stated it is always a pleasure to be in attendance.

Ms. Geri Escobar, Managing Director for C2 Global Professional Services introduced herself.

VI. Discussion and Possible Action on Minutes of the February 9, 2023 Workforce Services Committee Meeting

Mr. Nelson moved to approve the minutes of the February 9, 2023 Workforce Services Committee meeting. The motion was seconded by Mr. Giesler and passed.

VII. Information Only:

1. *Services to Workers*

a. Policy Review Schedule

Ms. Silvas presented the Policy Review Schedule (included on pages 7-9 of the May 4 agenda packet).

b. Program Updates

Ms. Silvas provided program updates (included on pages 10-11 of the May 4 agenda packet).

Ms. Silvas stated the following grants were awarded to Workforce Solutions Coastal Bend.

- Regional Convener Grant
- Texas Industry Partnership (TIP)
- PATHS Grant
- Texas Internship Initiative (TII)
- Educator Externship

Ms. Silvas shared a video on the Texas Industry Partnership Grant Award Presentation.

Commissioner Demerson presented a big check to Workforce Solutions Coastal Bend at the Texas Industry Partnership Program Award Announcement at the Kingsville Chamber of Commerce on April 19, 2023.

Mr. Salazar recognized Ms. Silvas, Ms. Villarreal, Ms. Lee and the team for their great work.

Ms. Escobar provided an update on the Career Center Operations and Staffing (included on page 11 of the May 4 agenda packet).

Ms. Escobar provided an update on Services to Workforce Career Center Customers, Work-in-Texas services data, including unemployment recipient services and registrations (included on page 11 of the May 4 agenda packet).

Ms. Cole provided an update on Veterans Services (included on page 11 of the May 4 agenda packet).

2. *Services to Youth*

a. Ad Hoc Youth Topics

Ms. Cole provided information on the Ad Hoc Youth Topics (included on page 12 of the May 4 agenda packet).

3. *Services to Business*

a. Business Solutions Report

Ms. Silvas and Ms. Escobar presented the Business Solutions Report (included on pages 13-14 of the May 4 agenda packet).

4. *Local Labor Market Intelligence*

a. Jobs and Employment Report – Q2

Ms. Riojas presented the Jobs and Employment Report – Q2 (included on pages 15-19 of the May 4 agenda packet).

5. *Performance Measure Update*

a. Board Contract Year 2023

Ms. Silvas presented a performance measure update for the Board Contract Year 2023 (included on pages 20-22 of the May 4 agenda packet).

6. *Facilities Update*

Ms. Villarreal provided a facilities update (included on page 23 of the May 4 agenda packet).

VIII. Adjournment

The meeting adjourned at 2:42 pm.

DISCUSSION AND POSSIBLE ACTION

VII – 1 & 2. Board Policies

BACKGROUND INFORMATION

Board Professionals have reviewed and made recommended changes to each of the following Board Policy.

1. Policy #4.0.103.06- Case Management

Revisions include update on page 2 of 6- Assessment Section. To include language to identify The Workforce Information System of Texas (TWIST) or Work-in-Texas (WIT) as designated case management systems to store/archive assessment documents, Individual Employment Plan (IEP) when completed or updated.

2. Policy #4.5.100.09- Work Search Requirements

Revisions include update on page 2 of 3- Policy Statement Table- removing language “increase will” and “increase made to”. No other changes made. The weekly work search requirement for Unemployment Recipients in the Coastal Bend as follows; by county:

- Nueces, San Patricio, Aransas, Kleberg, Jim Wells, Bee- Five (5) Work Search Activities.
- Live Oak, Duval, Brooks, Refugio, Kenedy- Four (4) Work Search Activities

RECOMMENDATION

Board Professionals recommend the approval of board policy as amended.

POLICY
-DRAFT

CATEGORY:	Workforce Programs- General	No: 4.0.103.0506
TITLE:	Case Management	
SUPERSEDES:	4.0.103.0405, dtd 5.24.2018	
EFFECTIVE:	May 20, 2022 September 22, 2023	
BOARD APPROVAL:	May 19, 2022 September 21, 2023	
DATE OF LAST REVIEW:	May 5, 2022 September 7, 2023	

I. PURPOSE:

The following policy outlines the requirements for Workforce Solutions of the Coastal Bend (WFSCB) Career Center staff providing case management to program participants in work search activities to obtain a job and job retention services to retain a job.

II. DEFINITIONS:

Case Management – The process by which comprehensive, unified, and timely services are provided to program participants. Because of the varied needs and barriers faced by program participants, this process will be individualized, customer-centered, and holistic so that it addresses the needs of individual clients within the family unit.

III. POLICY STATEMENT:

A. General – All Workforce Programs

Career Center Services providers for Workforce Solutions of the Coastal Bend may determine an organizational structure for providing case management to job seekers. Case management shall be provided by WFSCB Career Center Staff that have been trained and demonstrate competency in required and specialized job functions.

Case management will be based on the following principles:

Customer Oriented – Provision of quality services will be based on the individual needs and best interests of each customer, stressing ease of access and convenience, according to high standards of customer service.

Individualized – Services will be personalized, based on appropriate respect for the dignity and individual rights of each customer. This approach will help to develop a relationship of mutual trust and respect which fosters a cooperative relationship aimed at helping the customer gain independence as a contributing member of society.

Consultive – As much as possible, decisions will be made in consultation with the customer through consistent dialogue and input from the customer. WFSCB Career Center Staff providing case management will assist customer in self-directed activities by demonstrating how to make sound decisions based on knowledge of themselves and the world of work as well as understanding program rules, purposes of the assigned activities, and benefits of program participation. While the emphasis will be on such positive factors, customers will also be made aware of the consequences of failure to comply with federal/state laws, rules, and regulations.

Confidentiality – Customers’ rights to privacy and confidentiality will be protected and customer information shared with other WFSCB staff or other service providers strictly on a need to know basis, according to federal/state rules and regulations and Board policy.

Comprehensive – Case management will provide close contact with program rules and requirements, support services are available to the customer to overcome barriers, and that the customer makes progress through allowable activities towards the ultimate goal of employment.

Assessment

Ongoing assessments will be performed to determine the employability and retention needs of the customer, including wage advancement and career development. Assessments will also identify individuals with higher than average barriers to employment so those individuals may be referred to community-based organizations and other entities, to address the barriers; higher than average barriers may include individuals with such issues as, family violence, substance abuse, mental health, and disability-related issues. [Evidence of completed or updated assessments such as Individual Employment Plans \(IEP\) must be completed in a Board approved case management system database such as The Workforce Information System of Texas\(TWIST\) or Work-in-Texas\(WIT\).](#) Assessments shall include evaluations of strengths and potential barriers to obtaining and retaining employment, such as:

1. Skills and abilities, employment, and educational history in relation to employers’ workforce needs in the local labor market;
2. Pre – and post-employment skills development needs to determine the necessity for job-specific training;
3. Unmet housing needs and whether those needs are a barrier to full participation in the workforce and progressions to self-sufficiency;
4. Support Services needs; and
5. Individual and family circumstances that may affect participation, including the existence of family violence, substance abuse, mental health, disability-related issues, or the need for parenting skills training.

WorkInTexas.com

Workforce Solutions Office staff must complete the *Job Seeker Registration* information in WorkInTexas.com to identify occupational choices for which the job seeker qualifies.

Workforce Solutions Office staff will complete the registration information before the job seeker enters the job search activity. Workforce Solutions Office staff is responsible for helping the job seeker understand how to use WorkInTexas.com and the circumstances under which the job seeker should change or update his or her registration information.

Training

If the skills assessment indicates that an individual requires job-specific training for placement in a job paying wages that equal or exceed the Board's identified self-sufficiency wage the service provider must, to the extent allowed under the applicable program, place the individual in training designed to improve employment/wage/job retention opportunities.

Training may also be provided through job skills training activities. Post-employment service strategies are used to address the training needs of individuals and encourage their career progression toward the established self-sufficiency wage.

Referrals

Referral programs are to be developed to provide individuals identified as having higher than average barriers to employment with referrals to pre-employment and post-employment services offered by community-based and other organizations that provide employment services specifically for persons with high levels of barriers to employment.

Collaborative partnerships with housing authorities and sponsors of local housing programs and services for individuals identified as having unmet housing needs will be utilized.

Fidelity Bonding

Fidelity bonding helps at-risk job applicants, such as ex-offenders, public assistance recipients and disadvantaged youth who lack a work history, get and keep a job. Free fidelity bonding services are offered to reduce employers' concerns about hiring at-risk job applicants which is an insurance policy that protects the employer against employee acts of dishonesty such as larceny, embezzlement, and theft. Workforce staff are required to share this employer incentive with both job seeker and employer as a competitive edge to the at-risk applicant. Either the job applicant or the prospective employer can request bonding through any Workforce Solutions office.

B. Supplemental Nutrition Assistance Program Employment and Training (SNAPE&T)
Information on job retention services, support services, and the job retention period is to be shared with recipients at the employment planning meeting or before the recipient begins participation in regular SNAP E&T services.

Job Retention services, support services, or both must be received by SNAP E&T participants if requested, for a minimum of 30 days and not more than 90 days. Day one of the job retention period begins the day after a SNAP recipient enters full- or part-time employment. SNAP E&T participants in the Coastal Bend may receive retention services up to 90 days. However, before using SNAP E&T funds to provide job retention services or support services, careful consideration must be considered when determining the amount of funds available for outreach for regular SNAP E&T services to Abled Bodies Adults without Dependents (ABAWDS) and the General Population.

Nonvocational Education

Nonvocational education is a nonwork SNAP E&T activity that provides educational programs or activities to improve basic skills or otherwise improve employability. It incorporates the following:

- Adult Basic Education
- Basic Skills and Literacy
- High School Equivalency (HSE) and high school instruction
- English as a Second Language
- Post-secondary education that does not result in a baccalaureate or advanced degree
- Work Readiness training.

In addition to basic skills and literacy, workforce development services must include financial literacy training.

In accordance with 7 CFR §273.7(d)(1)(ii)(c),

1. Federal E&T funds used for activities within the education component do not supplant non-federal funds for existing educational services and activities; and
2. The costs charged to E&T do not exceed the costs charged for Non-E&T participants.

Workforce Solutions Office staff must provide evidence of compliance with these supplanting and cost parity requirements upon request by the Food and Nutrition Service (FNS), Health and Human Services Commission (HHSC), and Texas Workforce Commission (TWC). Workforce Solutions Office Staff must provide documentation indicated in the TWIST Counselor Note that states:

1. Payment has been verified as being from a non-federal source; and/or
2. The cost of training has been verified to be the same for SNAP and non-SNAP training participants.

IV. PROCEDURES:

Documentation

Case management includes the ongoing maintenance of supporting documentation regarding a program participant's planned goals, key decisions, status, and progress in all relevant areas of [The Workforce Information System of Texas \(TWIST\)](#) in a Board approved case management system [database](#) including but not limited to assessment, counselor notes, service tracking, and performance outcomes.

Support Services provided to customer will be documented in the customer's file, justified, and recorded in [The Workforce Information System of Texas \(TWIST\)](#) and [WorkinTexas.com \(WIT\)](#), and requested through the appropriate financial management system so that costs may be assigned and reported according to grant and category. Additional information regarding Support Services can be found in Board Policy 4.0.101.13. Support Services and subsequent changes to the Support Services Policy.

Coordination

In cases where a participant is enrolled in more than one program, or referred to activities provided by an outside provider, procedures will include appropriate coordination between programs and/or agencies to ensure continuity of services, sharing of customer information, accurate reporting, and compliance with program rules and regulations.

V. RELATED POLICY INFORMATION:

Texas Labor Code 301

Texas Health and Safety Code

45 CFR Part 265 – Data Collection and Reporting Requirements

45 CFR, Chapter 809 – Childcare Services

US DOL Training and Employment – TEGL 01-17

US DOL Training and Employment – WIOA TEGL 19-16 – Issued March 2017

US DOL Training and Employment – WIOA TEGL 21-16 – Issued March 2017

TWC WIOA Guidelines for Adult, Dislocated Worker, and Youth – revised April 2020 and all subsequent revisions

TWC TAA Guide – Issued April 2016

TWC Choices Rules Chapter 811

TWC Choices Guide revised February 2020 and all subsequent revisions

SNAP E&T Rules Chapter 813

TWC SNAP E&T Guide revised March 2022 and all subsequent revisions

TWC NCP Choices Guide revised February 2020 and all subsequent revisions

TWC NCP Choices Guide revised February 2020 and all subsequent revisions

VI. RESPONSIBILITIES:

Board staff shall ensure that appropriate Contracted Service Provider(s) are aware of and comply with this policy.

The Board Monitor shall provide oversight and evaluation of the Contracted Service Provider(s) case management systems.

Contracted Service Provider(s) shall ensure that appropriate procedures are implemented in accordance to the rules set in Section V. Related Policy Information and that relevant Career Center staff receive training regarding the requirements of this policy.

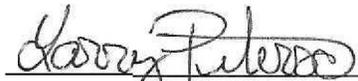
VII. DISTRIBUTION:

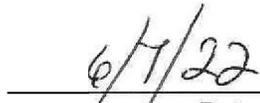
Board of Directors

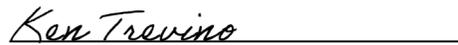
Board Staff

Service Provider Staff

VIII. SIGNATURES:


Reviewed by EO Officer


Date


President/CEO

06/10/2022
Date

WORKFORCESOLUTIONS

of the Coastal Bend

POLICY-DRAFT

CATEGORY:	Workforce Programs-Unemployment Insurance	No: 4.5.100.0<u>98</u>
TITLE:	Work Search Requirement	
SUPERSEDES:	4.5.100.078	
EFFECTIVE DATE:	December 10, 2024 <u>September 22, 2023</u>	
DATE APPROVED:	December 9, 2024 <u>September 21, 2023</u>	
DATE REVIEWED:	November 10, 2024 <u>September 7, 2023</u>	

I. PURPOSE

To receive Unemployment Insurance (UI) benefits, claimants must have worked for employers who pay UI taxes, must be unemployed through no fault of their own, and must be physically able to work, available for work and actively seeking work. The work test is administered in two ways. Unless exempted by Texas Workforce Commission (TWC) policy, UI claimants must be registered for work, generally through the local career centers or WorkInTexas.com. Claimants must also make a personal work search log and keep a record of work search contacts they have made and work search activities which improve their chance for finding employment.

Workforce Boards are required to review their work search requirement annually. Texas maintains high expectations regarding the ~~percent~~percentage of claimants entering employment. The Board, through its service providers, has devoted considerable effort and resources to improving performance on claimant employment rates. Increasing the level of work search participation by UI claimants is expected to more fully engage both claimants and employers in the continuous improvements necessary to maintain and exceed State performance standards.

The intended benefit for claimants will ~~be,~~be a higher percent return to work sooner. Claimants will restore their earning power and enjoy the dignity associated with work. The intended benefit for employers will be potential savings on UI taxes, and having a more readily-available, skilled workforce.

II. DEFINITIONS

Work Search Contact/Work Search Activities- A contact by a UI claimant with an employer to ask for work, complete an application, or submit a resume. Examples of work search activities include registering for work, attending career center orientations, job readiness workshops, job search seminars, job club meetings, job fairs, resume preparation workshops, etc.

MSA- Metropolitan Statistical Area- This classification is intended to provide nationally consistent definitions for collecting, tabulating, and publishing Federal statistics for a set of geographic areas. The Corpus Christi MSA consists of Aransas, Nueces, and San Patricio counties.

III. POLICY STATEMENT

TWC requires, at a minimum, combination of three (3) work search contacts or work search activities during each claim week. No Board action is required for this level of UI work search requirement.

The Board of Directors has adopted the following UI policy. The effective date will be as soon as the programming changes can be implemented by TWC.

County	Contacts/Activities Per Week	Explanation
Brooks, Duval, Kenedy, Live Oak, and Refugio.	4	Increase will Encourage UI recipients to re-engage in job-search, visit career centers to receive in-person and/or virtual services.
Aransas, Bee, Kleberg, Jim Wells, Nueces and San Patricio.	5	Increase made to MSA Counties and those where a Workforce Career Center exists.

IV. PROCEDURES

Board staff will continue to review the UI work search requirement on at least an annual basis to see if adjustments in the work search requirement are necessary. Changes, if needed, will be recommended to the Board for approval. Board staff will notify TWC of changes in the local UI work search requirement.

TWC will program its automated claim filing system to give claimants the current UI work search requirement for the Board area. When claimants contact TWC by telephone or internet to file their UI claims, TWC will officially notify each claimant of their specific work search requirement. Field staff will notify TWC of availability issues detected during the work test. All eligibility issues on UI claims will be investigated by TWC. Final determinations on eligibility for UI benefits will be made by TWC.

V. RELATED POLICY INFORMATION

TWC Rule 40 TAC 815.28

[TWC Workforce Development Letter 01-12](#)

VI. RESPONSIBILITIES

The Career Center Service Provider Management shall ensure that all relevant staff and the Workforce Solutions Career Center service providers are informed of and comply with this policy. The Workforce Solutions Career Center service providers shall ensure that appropriate procedures are implemented and that relevant staff receives training regarding the requirements of this policy.

VII. FORMS AND INSTRUCTIONS

N/A

VIII. DISTRIBUTION

IZ!Board of Directors

IZ!Board Staff

IZ!Service Provider Staff

POLICY TITLE: Work Search Requirements
 POLICY NUMBER: 4.5.100.089

DATE: ~~December 10, 2024~~ September 22, 2023
 REVISED: ~~November 10, 2024~~ September 7, 2023.

IX. SIGNATURES

Harvey
Reviewed by **EO Officer**

12/10/21
Date

Ken Trevino
President/CEO

12/10/2021
Date

INFORMATION ONLY

VIII – 1a. Services to Workers – Strategic Board Goals Update Related to Workforce Services

BACKGROUND INFORMATION

On February 9, 2023, Workforce Services Committee was provided an in-depth presentation on the established strategic board goals. The intent is to provide committee members on-going updates to demonstrate how the work being performed ties directly to one or more than one strategic board goal(s). Specifically, via the power-point presentations prepared for the committee, the board team members will highlight those activities with narratives, pictures, testimonials and data.

Thank you, Workforce Services Committee members, for your active participation, support and guidance in sustaining the focus on OUR goals.

Board Strategic Goals:

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

1. Establish and Strengthen Partnerships
2. Effectively/Efficiently Target Rural Area Services
3. Increase Workforce Awareness
4. Expand Innovative Services to Business
5. Explore New Revenue Opportunities
6. Improve Internal Efficiencies
7. Refine Board Culture

INFORMATION ONLY

VIII – 1b. Services to Workers – Policy Review Schedule

BACKGROUND INFORMATION

Board Staff will be presenting Policy Review Schedule; **Attached.**

Workforce Services Committee 09.07.23- Two (2) Policies presented.

Year-to-Date: 2

Policy Review Schedule-2023

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
Board Administration		
	1.0.100.01	Responsibilities of the Local Workforce System
	1.0.101.01	Standards of Conduct and Conflict of Interest
	1.0.102.01	Policy Development
	1.0.103.02	Open Meetings Policy
	1.0.104.02	Public Information Policy
	1.0.105.01	Reporting Conflict of Interest, Fraud and Abuse
	1.0.106.02	New Board Member Orientation and Training
	1.0.107.03	Communication Process
	1.0.108.00	Restrictions on Lobbying Activities and Expenditures
	1.0.109.00	Businesses Employing Undocumented Workers
	1.0.110.03	Equal Employment Opportunity
	1.0.111.00	Fraud, Waste, theft, and Program Abuse
	1.0.112.02	Discrimination Complaint Procedure
	1.0.113.00	Approval Process for Contracts, Contract Renewals, and Contract Amendments
	1.0.114.02	Storage and Use of Disability-Related and Medical Information
	1.0.115.01	Anonymous Complaints and Communications
	1.0.116.01	Approval Process for Micro-Purchases
	1.0.117.00	Firearms and Weapons Restrictions of WFSCB Premises
Workforce Programs		
	4.0.100.06	Incentives/Stipends
	4.0.101.13	Support Services
	4.0.102.02	Basic Skills Deficiencies
09.07.23	4.0.103.06	Case Management
	4.0.104.02	Workforce Professional Development and Continuous Improvement
	4.0.106.02	Reasonable Distance
	4.0.107.03 (Annual)	Determination of Self-Sufficiency
	4.0.109.02	Credentials
	4.0.110.02	Integrated Complaints, Hearings, and Appeals
	4.0.111.05	Customer File Documentation
	4.0.113.06	OJT, Subsidized Employment, and Customized Training
	4.0.115.08	Program Non-Compliance
	4.0.117.03	Priority of Service and Data Collection
	4.0.118.02	Accessibility
	4.0.120.04	Limited English Proficiency (LEP)
	4.0.121.03	Reasonable Accommodations
	4.0.122.02	Outreach
	4.0.123.00	Common Exit

Policy Review Schedule-2023

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
<u>WIOA</u>		
	4.0.124.00	Documentation and Verification of Work Activities: Choices/SNAP E&T
	4.1.101.02	Follow-Up Services for WIOA Adults & Dislocated Workers
	4.1.103.01	Youth Eligibility Criteria
	4.1.104.07	Individual Training Accounts (ITAs)
	4.1.105.01	Apprenticeship Programs
	4.1.106.00	National Dislocated Worker Grants
<u>Choices</u>		
	4.2.100.02	Service Strategies
<u>Child Care</u>		
	4.3.100.06	Child Care Eligibility
	4.3.102.04	Assessing and Collecting Parent Share of Cost
	4.3.103.00	Attendance Requirements for Child Care Services
	4.3.104.00	Reapplication for Child Care Provider Agreement
	4.3.105.01	Child Care Related Funds Recovery
	4.3.106.01	Termination of Child Care
	4.3.107.00	Children of Military Parents on Deployment
	4.3.108.03	Child Care Provider Reimbursement Rate
	4.3.109.01	Eligible Child Care Providers
	4.3.111.00	American Recovery and Reinvestment Act (ARRA)
<u>Unemployment Insurance</u>		
	09.07.23 4.5.100.09 (Annual)	Work Search Requirement
<u>Quality Assurance & Monitoring</u>		
	5.0.100.02	Oversight and Monitoring
	5.0.101.03	Data Integrity
	5.0.102.03	Equal Opportunity - Accessibility Monitoring
<u>Property & Facilities</u>		
	6.0.100.00	Smoking in Workforce Solutions of the Coastal Bend Facilities
	6.0.101.01	Emergency Management & Business Recovery/Continuity of Operations Plan
	6.0.102.01	Accessibility for Persons with Disabilities
<u>Information Technology & Data Management</u>		
	7.0.100.03	Use of Electronic Media and Services
	7.0.101.02	Computer and Personally Identifiable Information Systems Access and Security
<u>Public Relations</u>		
	8.0.100.02	Strategic Marketing Standards and Guidelines

INFORMATION ONLY

VIII – 1c. Services to Workers – Program Updates & Veterans Services

BACKGROUND INFORMATION

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

1. Updates as of June 30, 2023.

PROGRAM/GRANT (allocated)	UPDATES
1. CHOICES. 2. WIOA- Adult, Dislocated, Youth 3. SNAP Employment & Training 4. Non-Custodial Parent (NCP) 5. Re-Employment Services (RESEA) 6. Workforce Commission Initiatives (YOU CHOOSE! & Hiring Red, White & You). 7. 2023 Summer Earn & Learn	The PY began Oct. 1, 2022. And Q3 just wrapped up June 30, 2023. The board contract team continues with program specific meetings to address service delivery, performance and compliance. The work for a new statement of work (SOW) will begin in July: The SOW for youth services will be a separate document, in that for previous the one-stop and youth services SOW were integrated. C2GPS will be completing a Service Delivery Plan (SDP) for implementation effective Oct. 1, 2023, the beginning of a new PY. Pre-meetings during Operations (OPS) meetings with C2GPS management are scheduled for July and August 2023 to focus on Fiscal, Youth Services, Business Solutions, and partnership alignment.
NEW OPPORTUNITIES/PROJECTS (competitive)	UPDATES
1. Regional Convener Grant. TEA	\$566K. Career pathways, work based learning. 11 county service ISDs. UPDATE: Leadership meetings with partners have taken place. A set deliverable is to form such leadership team to assist in the decision making. Infrastructure planning taking place; career pathways mapping.
2. Texas Industry Partnership. TWC	First ever notification of award- Collaboration, Kingsville Chamber, Coastal Bend College. To purchase equipment for Aviation Mechanic training and potential employment at NAS-Kingsville. \$150K. Partner Match \$150K. UPDATE: Bids were obtained for purchase of equipment, vendor selected; process for purchase has started. Documents to TWC sent for approval as of July 2023.
3. Educator Externship. TWC	\$180K. 8 th Annual. Serve 80 Educators. Supplement with private funds, Port Corpus Christi 26K, to serve an additional 20 Educators. 80 educators were serve to meet TWC Requirement and an additional 17 were enrolled to utilize Port Corpus Christi funding. Total 97 educators and 34 participating employers.
4. Texas Internship Initiative. TWC	\$100K. 4 th Annual, Serve 40 area ISD Students. Internships, work-readiness. Work started a total of 27 have been identified as of July 2023.
5. PATH-Walmart. Private	\$150K, Continue Grant until May 2024. to serve 85 additional learners.
6. Ticket to Work. Social Security Administration	Employment Network Designee- Employment Services.

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

- Career Center Operations and Staffing: **Deputy Director, Continuous Improvement** – Ricardo Munoz transitioned to WFSCB Board employment June 3, 2023. Continuous Improvement, Deputy Director position filled effective August 14, 2023. **Deputy Director, Business Solutions** – Linda Stewart joined WFSCB team as Deputy Director, Business Solutions effective June 12, 2023
- **Rockport Career Center Anniversary** – WFSCB moved into the Goodwill Job Connections Center on May 12, 2022. During the past year, we have aided over 1,000 residents of Rockport and the surrounding area. Our Business Solutions Unit has been onsite multiple times to help the local employer community, especially the hospitality and tourism sector in the Aransas County Region.
- **Falfurrias Career Center Transition** – During June 2023, WFSCB completed an office move to a new location in Falfurrias, Texas. In collaboration with the City of Falfurrias, WFSCB is excited to join the partners that will now be collocated at the new Falfurrias – Economic Development Accelerator. In addition to being able to offer access to newer resources and technology, WFSCB is also expanding access for job seekers by increasing staff presence in Falfurrias from two days per week to four days per week.
- **TANF Youth Work Experience** – An expansion of the In-School Youth Services, WFSCB has implemented a plan during summer 2023 to utilize TANF funds for short-term, paid internships for 25 low-income students around the Coastal Bend Region.
- **Upskill Coastal Bend Learning Session** – A meet and greet between WFSCB Career Advisors and Upskill Coastal Bend Navigators took place on May 18, 2023. WFSCB provided Navigators with an overview of Workforce services and processes, and Navigators identified the local POCs around the region and the assistance that they provide to students in the Coastal Bend.
- **San Patricio Sequential Intercept Mapping Collaborative** – Since April 2023, WFSCB has participated in a collaborative problem-solving initiative with multiple San Patricio Agencies to address mental health, emergency services, access to resources, and the effectiveness of communication by and between agencies throughout San Patricio County.
- **Services to Workforce Career Center Customers-** WIT services data, including unemployment recipient services and registrations.
- **Work In Texas-** 8,392 Unique Customers Served. 34,490 Total Services Provided. 1,855 New users.

3. Veterans Services:

- WFSCB Joined TWC- Texas Operation Welcome Home Convening in Live Oak Tx. April 26, 2023. Presentation and updates were provided regarding serving our military communities.
- 2023 Hiring Red, White and You! Planning activities currently taking place. **Save the Date: November 2, 2023. 9am-1pm. American Bank Center.**

INFORMATION ONLY

VIII – 2a. Services to Youth – Youth Opportunities Unlimited (YOU) Program & Activities

BACKGROUND INFORMATION

Board team members will provide topics discussed at Ad Hoc Youth meeting scheduled on Wednesday, September 6, 2023. The list below is representation of agenda.

1. Services to Youth: Program & Performance Updates
2. Services to Special Community Populations: Student HireAbility Navigator, Foster Care
3. Programs and Education Engagements: Texas Internship Initiative, South Texas Career Connection, Career & Education Outreach Program (CEOP)
4. Celebrate Participant Success

INFORMATION ONLY

VIII – 3a. Services to Business – Business Solutions Report

BACKGROUND INFORMATION

Board Team Members will provide updates on Business Services as of April – June 2023 – Q3.

Activity and Event Spotlight

Business Sector – June Lunch and Learn at TAMUCC Business Innovation Center

Titled “Building Your Success with Workforce Solutions of the Coastal Bend,” WFSCB was invited to present as a keynote speaker. Information was shared about services with a group of businesses with close ties to the Business Innovation Center.

Innovation:

- Utilize a new venue to connect with a different mix of businesses
- Received positive feedback about the work of WFSCB and available services
- Meaningful contacts were established and follow ups are underway

Healthcare Sector – Compass Connections Driscoll Partnership/Initiated in April

Compass Connections Driscoll is a non-profit emergency shelter for unaccompanied immigrant female minors, where they provide temporary housing and health care for these children.

- Established a partnership with Compass Connections Driscoll to assist with filling 21 positions with wages ranging \$16 to \$20+
- Eight individuals meeting the employer’s criteria hired and onboarded
 - 2 Custodian
 - 2 Case Aide
 - 1 Digital Archivists
 - 3 Direct Care Worker

Innovation:

- Assist the employer with locating bi-lingual/Spanish language candidates
- Share “Commute with Enterprise” program option to assist with addressing transportation challenges

Professional Skills and Trades Sector – June NEO Industries Hiring Event

Neo Industries is a critical supplier for Steel Dynamics. They are new to Beeville, landed by the Bee Area Partnership and the Bee Development Authority.

- Partnered to conduct a targeted hiring event for three key positions crucial to operations
- Set up interviews with highly skilled matches, resulting in filling all three positions in a one-day event held at the Beeville Workforce Center

Innovation:

- Tailored services designed to meet critical needs for a new business/employer

Public Service Sector - June Nueces County Job Fair

- Assisted Nueces County with filling 180 openings affecting productivity and safety of the Nueces County workers
- Job fair showcased 14 Nueces County departments
- Over 130 job seekers attended, resulting in 27 offers on the spot and 13 interviews scheduled within the next week

Innovation:

- Tailored services designed to meet critical needs of high profile public sector employer

Summer Programs

Summer Earn and Learn (SEAL)

Program scheduled to conclude week of August 25th; 65 students placed

- Student participants from these areas
 - Nueces County/45
 - San Patricio/11
 - Bee County/3
 - Kleberg County/3
 - Aransas/3
- 65 employers participated:
 - Nueces County Employers (44)
 - Public Service (7) Business (37)
 - Rural County Employers (San Patricio (11), Bee County/4, Kleberg/3, Aransas/3)
 - Business (15) Public Service (5) Professional Skills and Trades (1)

Educator Externships (EdEx)

Total of 34 participating employers and 97 educators

- Employer representation:
 - Nueces County/21
 - San Patricio County/9
 - Kleberg County/4
- Educator participation by sector (some participated in more than one sector)
 - Business and Industry/48
 - Public Service/42
 - STEM/51

Partnerships & Collaboration

Developing and Sustaining Meaningful Connections

- In partnership with Bee Area Partnership and the Coastal Bend College, presented information about workforce assistance and training opportunities (May)
- In partnership with CCEDC, presented information to Corpus Christi Economic Development Corporation Workforce Scoop to provide information about services for employers (June)

- Shared information about WFSCB partnerships and available services in meeting hosted by the Sinton Chamber of Commerce

3rd Quarter Events and Activities

Events and Activities (Job Fairs and Hiring Events)

- Total Events 20
- Total Job Postings Created for Events – 449
- Job Seeker Participation in Events – 568

Customers Assisted

- New Employer Accounts Created in WIT by Employers and Staff – 55
- Services Provided to Employers by WFSCB – 7088
- New Job Postings Created by WFSCB – 754
- New Job Openings Created by WFSCB – 1321
- Job Referrals Made by WFSCB – 3469

4th Quarter Focus on Innovation, Growth and Capacity Building

Systems Enhancements and Continuous Process Improvement

Event and Activity Planning

- Develop Project Charters for all Events
- Review and Update Standard Operating Procedures
- Strengthen Cross-Discipline Relationships to Improve Service Delivery (Youth Focus)

Increased/Proactive Planning and Collaboration with Board Partners

- Communications and Marketing
- Standards and Guidelines Training
- Planning for YOU! Choose and Hiring Red, White and You!

Staff Development and Training

- Two-Day BSU Retreat to ensure Alignment with WFSCB Mission
- Focus on Role Clarity, Activity Refinements and Innovation

INFORMATION ONLY

VIII – 4a. Local Labor Market Information - Jobs & Employment Report

BACKGROUND INFORMATION

Jobs and Employment Report

In July 2023, unemployment rates for the Corpus Christi MSA and Coastal Bend region both increased by 0.4 percent to 5.1% for the month and has remained the same at 5.1% for the year.

The Corpus Christi MSA increased by 3,400 jobs across all industries over the year with the largest increase attributed to the Leisure and Hospitality industry which added 1,400 jobs followed by the Education and Health Services industry which added 1,300 jobs over the year.

Registered Nurses, CDL drivers, and Retail Salespersons occupations remain in high demand by Coastal Bend employers.

In WorkinTexas.com, the Health Care and Social Assistance Industry created the most job postings with 2,033. CHRISTUS Health is the employer that created the most job postings with 368, while the occupation with the greatest number of job postings is Medical Surgical Registered Nurses 197.

Industry Sector	Job Postings	Top Occupation within Industry	Top Employer within Industry	Median Hourly Wage	April 2023 - May 2023 Hires
Health Care and Social Assistance	2,033	Medical Surgical Registered Nurses (197)	CHRISTUS Health (368)	\$56,680	88
Educational Service	1,240	Counselors (100)	Texas A&M University (1,433)	\$50,487	28
Retail Trade	934	Assistant Store Managers (164)	H-E-B (723)	\$43,783	115
Accommodation and Food Services	844	Assistant Managers (186)	Driscoll Children's Hospital (1,187)	\$24,477	55
Professional, Scientific, and Technical Services	624	Retail Merchandisers (35)	Oleander Law Partners, LLP (287)	\$69,709	8
Administrative and Support and Waste Management and Remediation Services	531	Administrative Assistants (64)	Sterling Personnel (371)	\$69,685	28
Public Administration	504	Licensed Vocational Nurses (31)	Post Acute Medical (140)	\$37,753	22
Management of Companies and Enterprises	493	Aimbridge Hospitality (93)	Housekeepers (19)	\$27,415	38
Construction	428	Pipefitters (39)	City of Corpus Christi (350)	\$82,103	35
Manufacturing	374	Fabrication Technicians (23)	Flint Hills Resources (131)	\$50,480	23

Coastal Bend was ranked top 10 workforce development areas (wda) in Texas with the highest number of job openings in seven (7) Industries for July 2023:

- Health Care and Social Assistance
- Accommodation and Food Services
- Administrative and Support and Waste Management and Remediation Services
- Professional, Scientific, and Technical Services
- Public Administration
- Construction
- Finance and Insurance

BACKGROUND

Local Labor Market information for July 2023 is included on the following pages.

Quartile 3: Labor Market Requests

Economy Overview
Duval County
Jim Wells County
Workforce Solutions Golden Crescent – Goliad, Victoria, Wharton, and Calhoun
Workforce Solutions Gulf Coast – Houston, Sugarland, Texas

Industry Overview
Employment by Industry Report
Engineers
Manufacturing

Occupation Overview
Automation Controls, Chemical, Construction, Electrical, Industrial, Instrumentation, Mechanical, and Process Engineers
Construction, Engineers, Fabricators, Laborers, Project Managers, Quality Control Specialists, Safety Inspectors, Welders
Manufacturing
Patrol Officers and Jailers
Project Management

Wage Assessment
Animal Control Coordinators
Civil and Environmental Engineers, Public Works Plant Operator/Manager (Chemical)
Construction, Engineers, Fabricators, Laborers, Project Managers, Quality Control Specialists, Safety Inspectors, Welders
Electrical and Mechanical occupations

Coastal Bend Workforce Area

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

Area	Area Type	Latest Monthly Data July 2023						Previous Monthly Data June 2023				Year Ago July 2022			
		Labor Force	Employment	Unemployment	Rate	M+-	Y+-	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	168,354,000	161,982,000	6,372,000	3.8	0.0	0.0	167,910,000	161,559,000	6,351,000	3.8	165,321,000	159,067,000	6,255,000	3.8
Texas	State	15,180,378	14,496,912	683,466	4.5	0.3	0.5	15,047,450	14,418,774	628,676	4.2	14,678,367	14,088,346	590,021	4.0
Corpus Christi	MSA	206,846	196,536	10,310	5.0	0.4	0.0	205,412	195,974	9,438	4.6	203,353	193,252	10,101	5.0
Coastal Bend	WDA	260,417	247,067	13,350	5.1	0.4	0.0	258,492	246,310	12,182	4.7	256,345	243,359	12,986	5.1
Aransas Pass	County	9,480	8,961	519	5.5	0.5	0.2	9,420	8,949	471	5.0	9,374	8,877	497	5.3
Bee	County	9,386	8,834	552	5.9	0.6	-0.2	9,314	8,821	493	5.3	9,235	8,668	567	6.1
Brooks	County	2,348	2,187	161	6.9	0.8	0.4	2,312	2,170	142	6.1	2,363	2,210	153	6.5
Duval	County	5,165	4,906	259	5.0	0.4	0.5	5,086	4,850	236	4.6	5,112	4,881	231	4.5
Jim Wells	County	15,964	14,977	987	6.2	0.6	0.2	15,782	14,896	886	5.6	15,389	14,458	931	6.0
Kenedy	County	141	130	11	7.8	0.4	2.1	135	125	10	7.4	140	132	8	5.7
Kleberg	County	12,896	12,193	703	5.5	0.4	0.5	12,809	12,157	652	5.1	12,833	12,186	647	5.0
Live Oak	County	4,755	4,527	228	4.8	0.5	0.7	4,757	4,553	204	4.3	4,890	4,690	200	4.1
Nueces	County	167,644	159,474	8,170	4.9	0.4	0.2	166,477	159,028	7,449	4.5	164,514	156,717	7,797	4.7
Refugio	County	2,916	2,777	139	4.8	0.6	-0.1	2,885	2,764	121	4.2	3,030	2,882	148	4.9
San Patricio	County	29,722	28,101	1,621	5.5	0.4	-0.6	29,515	27,997	1,518	5.1	29,465	27,658	1,807	6.1

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

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

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

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

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

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

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

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

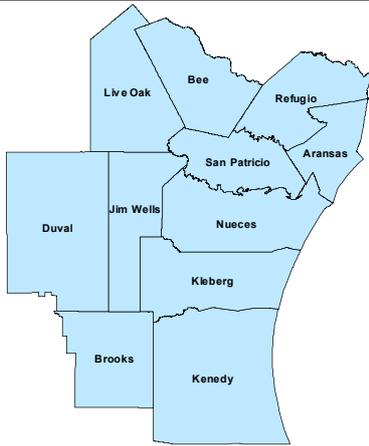
Less than High School &	\$15,437	Some College or Associates Bachelor's	\$44,078	Graduate or Professional	\$56,681
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Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. Deaf, hard-of-hearing or speech impaired customers may contact Relay Texas: 1-800-735-2989 (TDD) and 1-800-735-2988 or 7-1-1 (Voice)

Coastal Bend Workforce Development Area

July 2023



WDA Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	260,417	258,102	256,345	4,072
Employed	247,067	245,952	243,359	3,708
Unemployed	13,350	12,150	12,986	364
Unemployment Rate	5.1%	4.7%	5.1%	0.0%

Texas Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	15,180,378	15,047,054	14,678,367	502,011
Employed	14,496,912	14,418,818	14,088,346	408,566
Unemployed	683,466	628,236	590,021	93,445
Unemployment Rate	4.5%	4.2%	4.0%	0.5%

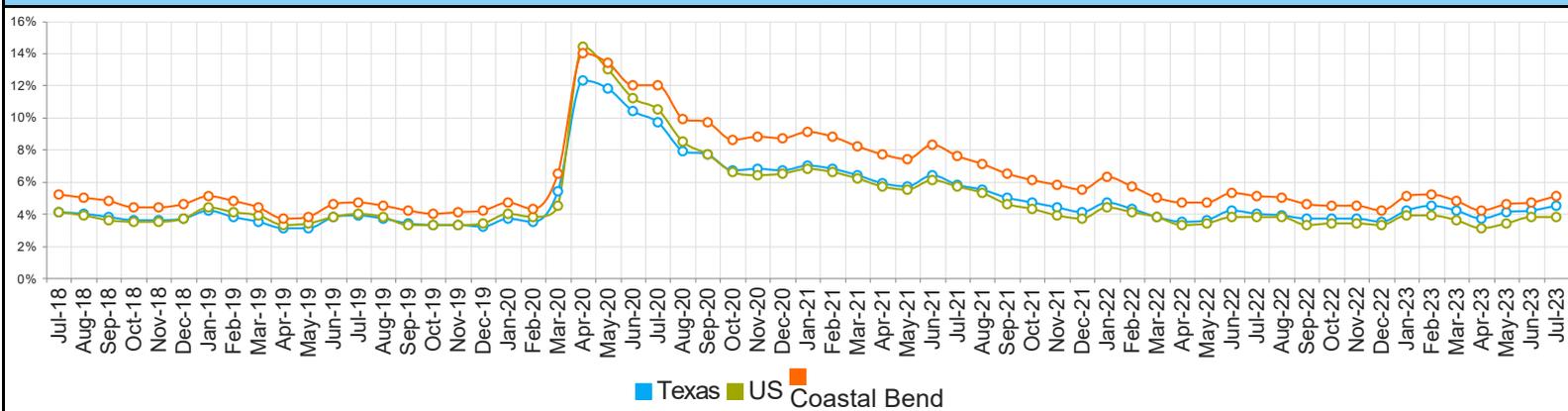
US Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	168,354,000	167,910,000	165,321,000	3,033,000
Employed	161,982,000	161,559,000	159,067,000	2,915,000
Unemployed	6,372,000	6,351,000	6,255,000	117,000
Unemployment Rate	3.8%	3.8%	3.8%	0.0%

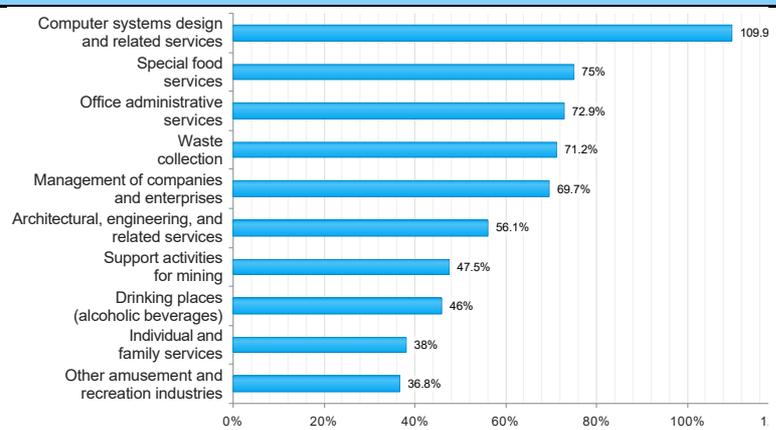
Continued Claims for the Week of the 12th

	Jul-23	Jun-23	Jul-22	Yearly Change
WDA	1,975	1,942	1,920	55
Texas	119,561	120,579	86,132	33,429

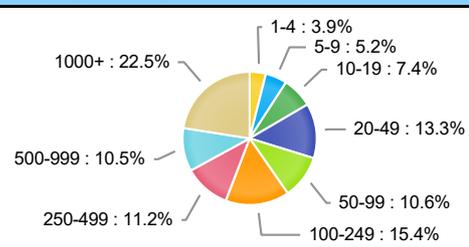
Historical Unemployment Rates



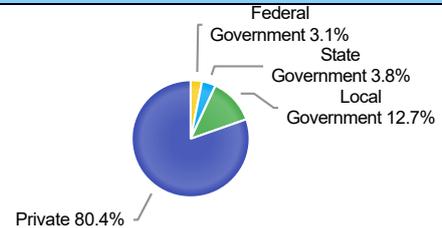
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2020-2030)



Employment by Size Class (1st Quarter 2023)



Employment by Ownership (1st Quarter 2023)



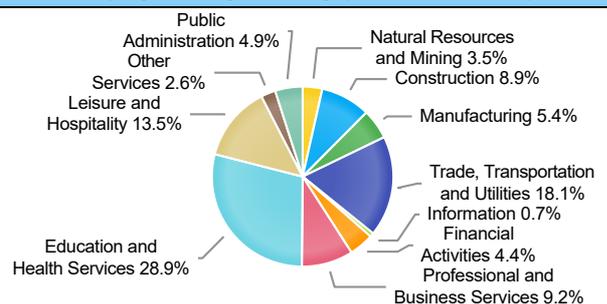
Average Weekly Wage (1st Quarter 2023)

	Q1 2023	Q4 2022	Q1 2022	Quarterly Change	Yearly Change
WDA	\$1,090	\$1,068	\$992	\$22	\$98
Texas	\$1,480	\$1,372	\$1,369	\$108	\$111
US	N/A	\$1,385	\$1,374	N/A	N/A

Employment by Industry (1st Quarter 2023, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	8,214	3.5%	0.0%	1.2%
Construction	20,731	8.9%	2.9%	6.4%
Manufacturing	12,635	5.4%	-0.1%	3.5%
Trade, Transportation and Utilities	42,342	18.1%	-2.2%	-1.6%
Information	1,619	0.7%	-2.4%	0.1%
Financial Activities	10,348	4.4%	2.8%	7.7%
Professional and Business Services	21,609	9.2%	0.8%	6.2%
Education and Health Services	67,625	28.9%	-0.2%	3.0%
Leisure and Hospitality	31,560	13.5%	1.4%	4.1%
Other Services	6,014	2.6%	2.8%	5.8%
Public Administration	11,455	4.9%	-2.6%	-0.7%

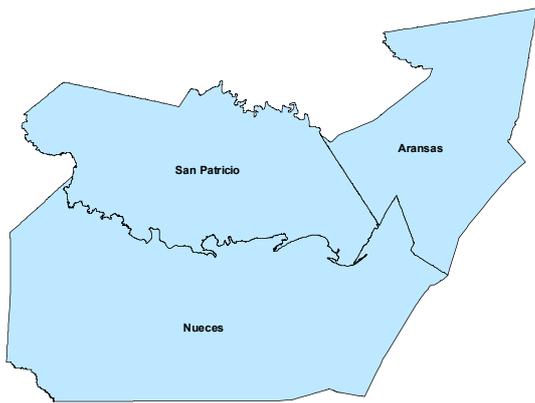
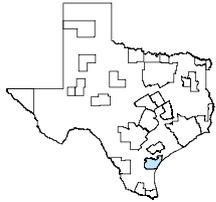
Employment by Industry (1st Quarter 2023)



*The average weekly wage for U.S. for the latest quarter is not available. It will be updated shortly.

Corpus Christi MSA

July 2023



MSA Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	206,846	205,054	203,353	3,493
Employed	196,536	195,636	193,252	3,284
Unemployed	10,310	9,418	10,101	209
Unemployment Rate	5.0%	4.6%	5.0%	0.0%

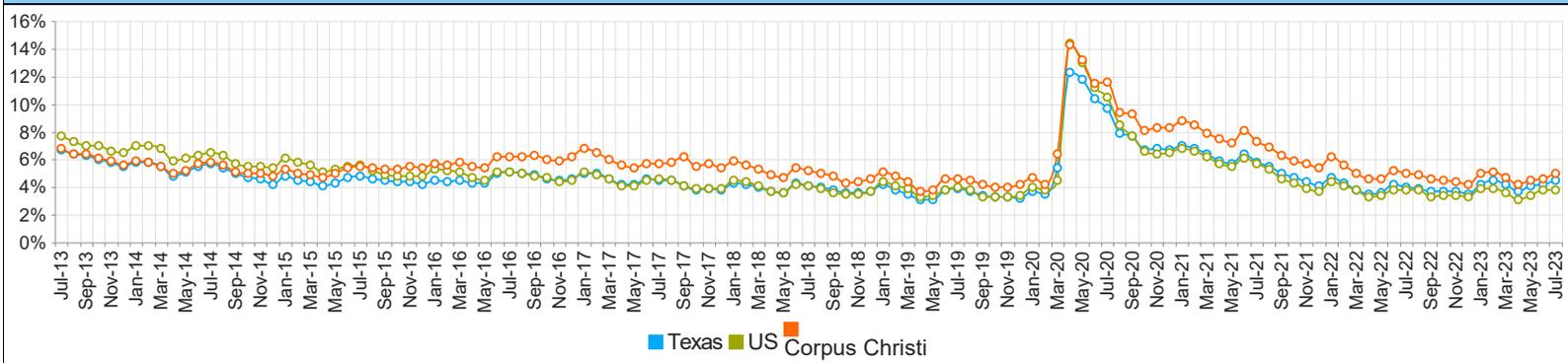
Texas Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	15,180,378	15,047,054	14,678,367	502,011
Employed	14,496,912	14,418,818	14,088,346	408,566
Unemployed	683,466	628,236	590,021	93,445
Unemployment Rate	4.5%	4.2%	4.0%	0.5%

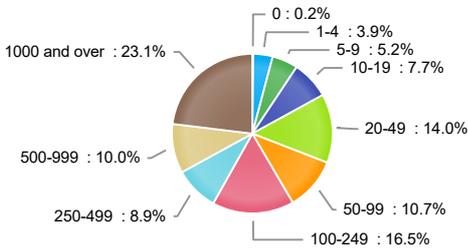
US Labor Force Statistics

	Jul-23	Jun-23	Jul-22	Yearly Change
Civilian Labor Force	168,354,000	167,910,000	165,321,000	3,033,000
Employed	161,982,000	161,559,000	159,067,000	2,915,000
Unemployed	6,372,000	6,351,000	6,255,000	117,000
Unemployment Rate	3.8%	3.8%	3.8%	0.0%

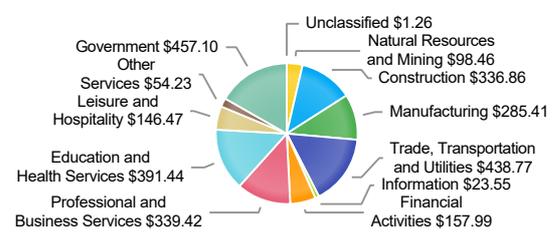
Historical Unemployment Rates



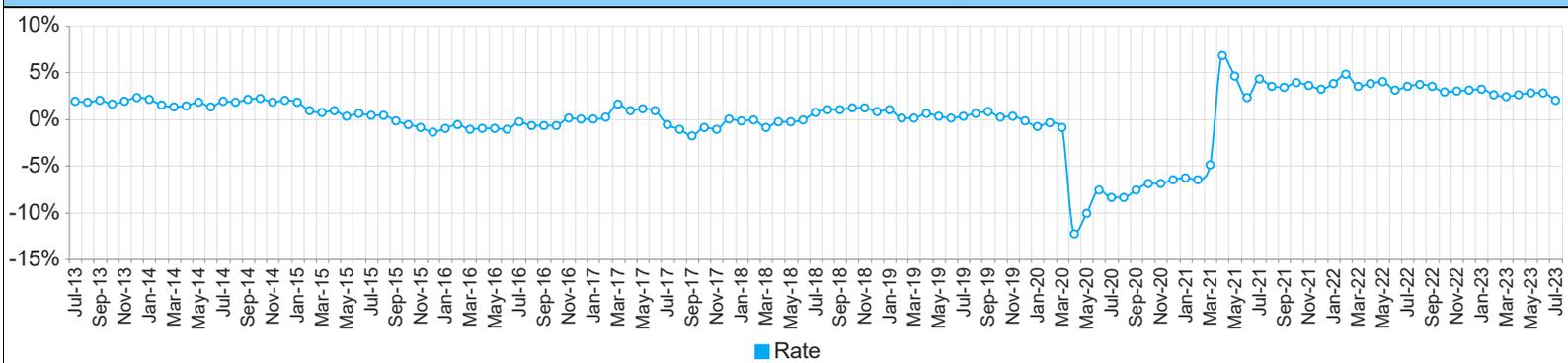
Employment by Size Class (1st Quarter 2023)



Wages by Industry (in millions) (1st Quarter 2023)



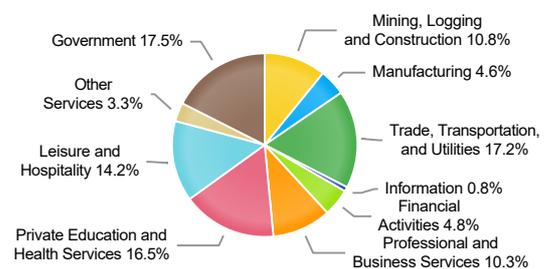
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (July 2023)

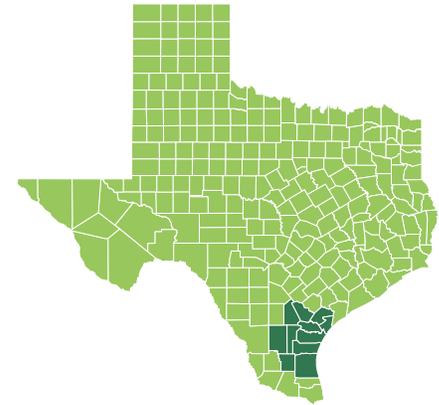
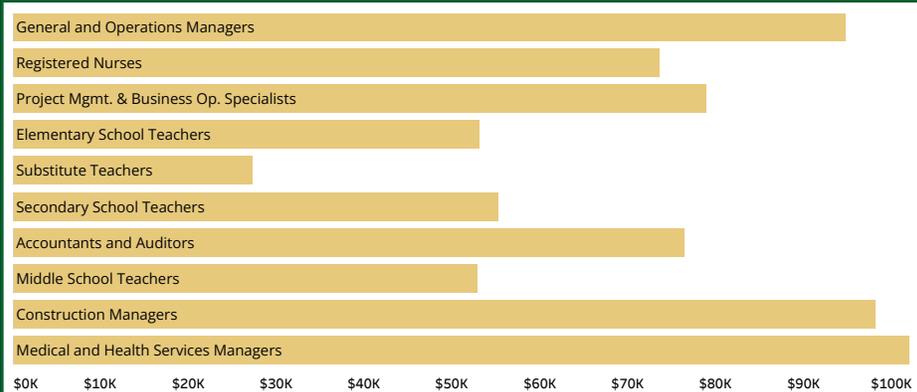
Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	194,700	-0.4%	2.0%
Mining, Logging and Construction	21,000	-1.9%	4.5%
Manufacturing	8,900	-1.1%	6.0%
Trade, Transportation, and Utilities	33,500	-0.6%	-1.2%
Information	1,600	0.0%	6.7%
Financial Activities	9,400	1.1%	4.4%
Professional and Business Services	20,000	1.5%	0.0%
Private Education and Health Services	32,100	1.3%	3.2%
Leisure and Hospitality	27,700	0.4%	3.4%
Other Services	6,400	0.0%	1.6%
Government	34,100	-2.8%	0.9%

Employment by Industry (July 2023)



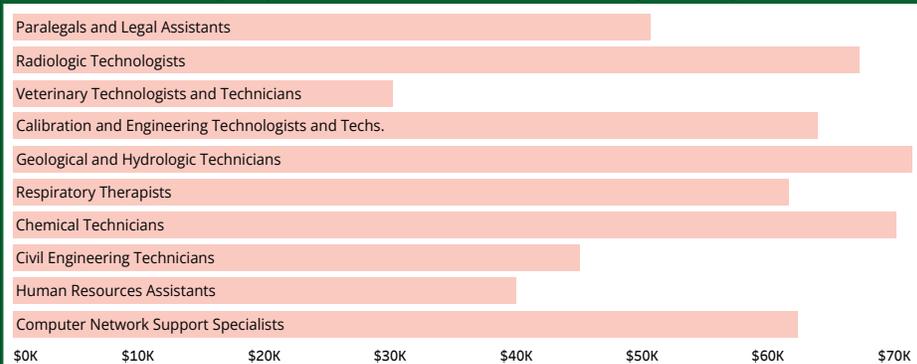
COASTAL BEND WDA OCCUPATIONAL PROJECTIONS

Largest Bachelor Degree Occupations Ranked by 2030 Employment with 2021 Average Wage



COASTAL BEND WDA includes Aransas, Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, Nueces, Refugio & San Patricio Counties.

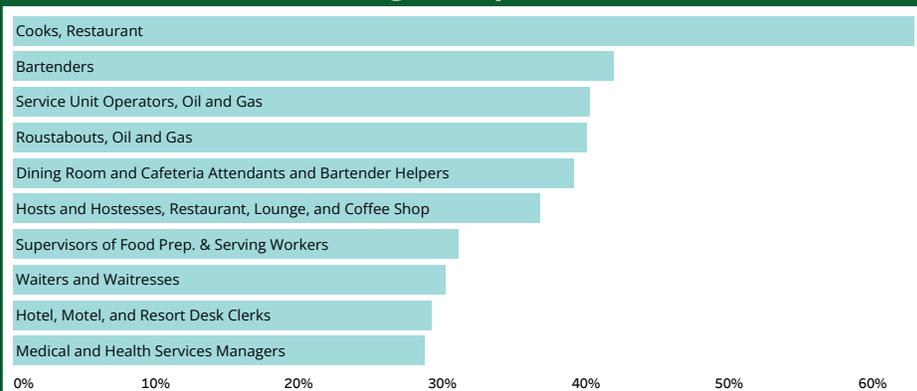
Largest Associate Degree Occupations Ranked by 2030 Employment with 2021 Average Wage



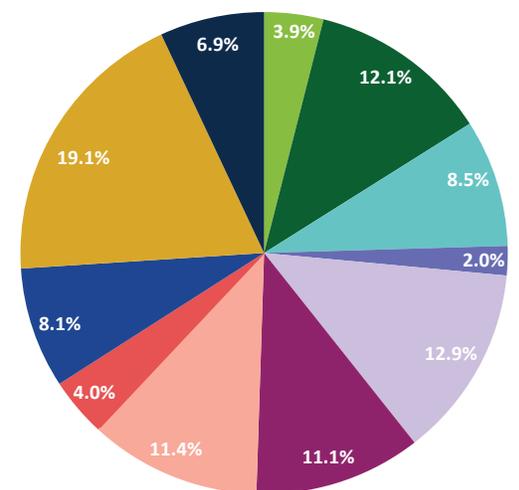
Occupations Adding the Most Jobs 2020-2030

Fast Food and Counter Workers	2,399
Cooks, Restaurant	1,495
Waiters and Waitresses	1,280
General and Operations Managers	819
Supervisors of Food Prep. & Serving Workers	660
Heavy & Tractor-Trailer Truck Drivers	575
Construction Laborers	453
Roustabouts, Oil and Gas	380
Retail Salespersons	368
Stockers & Order Fillers	354

Fastest Growing Occupations 2020-2030



Coastal Bend WDA 2030 Employment by Occupation Family



2020-2030 Employment Growth

Coastal Bend WDA	11.2%
Texas	18.3%
United States	7.7%

Annual 2021 OES Wages	25 th Pct	Avg	75 th Pct
Coastal Bend WDA	\$24,006	\$46,908	\$59,210
Texas	\$28,662	\$54,228	\$62,424
United States	\$29,950	\$58,260	\$68,590

*Some wages have been aggregated for combined occupations.



INFORMATION ONLY

VIII – 5a. Performance Measure Update BCY 2022 – 2023

BACKGROUND INFORMATION

Performance Measure Update (June 2023 EOY Final Release)

Performance Synopsis

Board Contract Year: 2023

Timeframe: October 1, 2022 – September 30, 2023

Quarter 1(Oct-Dec)



Quarter 2(Jan-March)



Quarter 3(April-June)



Background

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

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

Explanation of Measures in Negative Performance for June 2023

Performance Measure	Current		Current Performance	YTD Current % Target	EOY % Goal
	Numerator	Denominator			

Exceeding/Meeting All Measures

Board Actions: Performance Update

1. Continue to work on sustaining the attained performance.
2. Work with C2 on projections for upcoming performance release: July MPR to be released in September. August MPR to be released in October and the September MPR to be released and Final in December.

INFORMATION ONLY

VIII – 5a. Performance Measure Update BCY 2022 – 2023 – Continued

BACKGROUND INFORMATION

Caseload Report Update – 475 Participants Currently Served

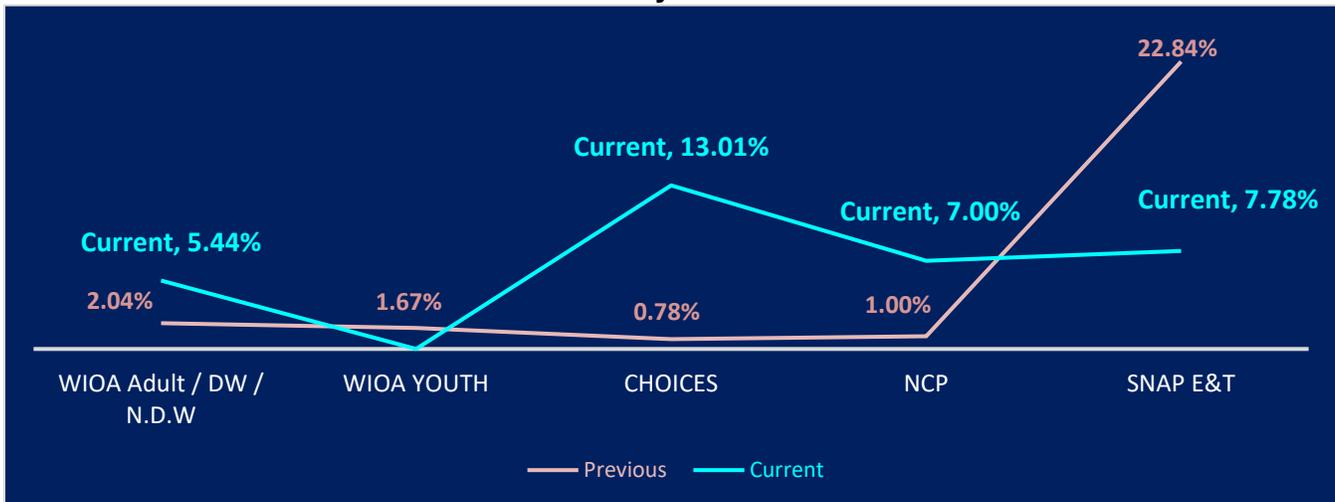
WIOA – Adult	WIOA – Dislocated Worker	WIOA – Youth
196	52	129

Total WIOA Participants: 377

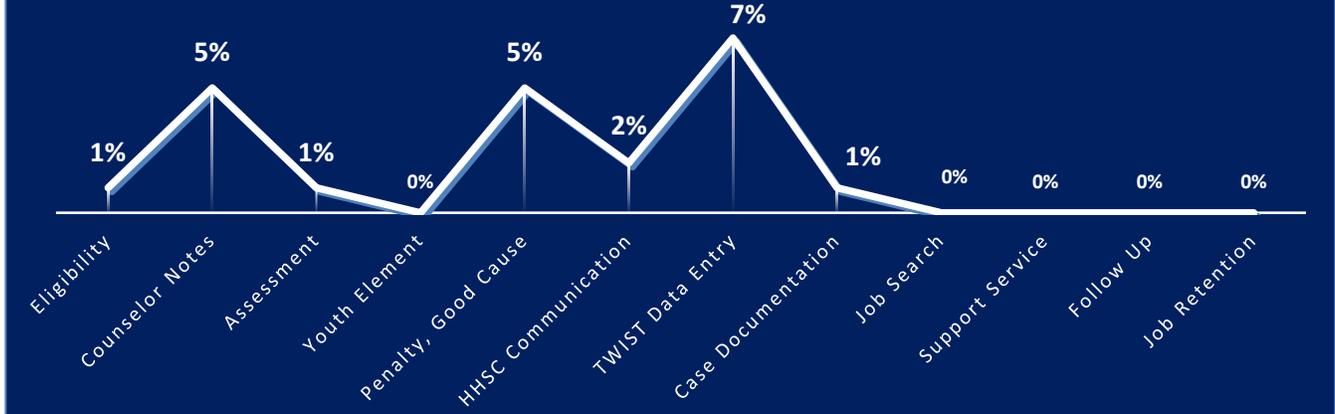
Choices	Non-Custodial Parent (NCP)	SNAP E&T
44	16	42

Total Self-Sufficiency Participants: 99

Quality Assurance



CASELOAD ERROR RATE - ATTRIBUTES - ALL PROGRAMS



AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

FINAL RELEASE
As Originally Published 8/11/2023
JUNE 2023 REPORT

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

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	99.65%	102.62%	116.59%	106.36%	109.25%	105.62%	98.54%	115.05%	90.82%	83.01%	100.53%	103.48%	94.10%	131.75%	131.20%
Borderplex	102.32%	99.50%	128.03%	116.77%	106.38%	81.28%	89.34%	112.58%	82.45%	98.04%	105.53%	113.70%	119.69%	80.99%	135.36%
Brazos Valley	96.53%	88.05%	117.69%	103.43%	116.93%	97.17%	104.09%	82.23%	100.12%	99.52%	107.76%	114.13%	109.57%	72.03%	82.62%
Cameron	102.33%	104.78%	114.40%	106.26%	120.06%	96.88%	101.49%	84.22%	115.06%	117.65%	102.89%	96.96%	131.73%	109.24%	107.53%
Capital Area	102.50%	107.07%	94.35%	105.49%	98.44%	108.22%	89.11%	110.33%	89.06%	78.41%	109.26%	126.25%	172.89%	109.12%	72.06%
Central Texas	100.45%	107.50%	112.20%	105.37%	127.45%	103.76%	107.24%	102.11%	100.96%	118.45%	109.50%	103.75%	103.59%	120.05%	133.70%
Coastal Bend	109.67%	95.80%	128.30%	100.46%	100.65%	109.78%	96.71%	124.41%	100.88%	92.73%	97.09%	107.69%	118.12%	113.28%	92.62%
Concho Valley	91.51%	103.16%	133.70%	106.71%	114.69%	100.84%	122.85%	111.53%	106.12%	58.82%	106.53%	122.67%	249.91%	137.93%	98.23%
Dallas	104.86%	105.95%	104.93%	100.00%	113.16%	107.96%	107.98%	123.53%	99.06%	96.36%	109.65%	107.80%	126.88%	121.03%	95.13%
Deep East	110.83%	113.21%	101.03%	92.91%	111.59%	114.53%	118.99%	100.74%	118.47%	86.24%	93.05%	122.44%	98.91%	100.00%	127.83%
East Texas	97.46%	98.56%	116.30%	103.15%	113.31%	101.99%	93.33%	97.20%	83.29%	84.96%	108.84%	119.83%	114.66%	119.50%	78.37%
Golden Crescent	110.25%	106.26%	117.30%	90.98%	121.75%	95.37%	110.73%	124.89%	108.59%	100.48%	118.37%	84.50%	164.40%	207.47%	159.92%
Gulf Coast	106.69%	105.92%	101.48%	98.48%	94.06%	100.23%	105.18%	114.19%	94.35%	88.97%	98.42%	104.15%	127.49%	114.03%	109.04%
Heart of Texas	95.81%	106.38%	46.26%	94.56%	121.73%	95.02%	93.27%	102.32%	100.49%	104.78%	94.40%	105.80%	103.94%	0.00%	145.38%
Lower Rio	90.85%	103.54%	142.86%	114.11%	91.80%	92.51%	93.10%	124.23%	110.94%	101.29%	111.45%	107.95%	142.66%	125.57%	101.69%
Middle Rio	95.76%	116.35%	78.18%	135.00%	103.26%	117.65%	102.94%	167.89%	117.65%	97.60%	87.20%	91.43%	89.87%	207.47%	101.22%
North Central	106.94%	106.61%	107.68%	99.39%	111.04%	99.78%	105.67%	113.55%	89.07%	103.78%	118.05%	115.50%	103.48%	98.73%	105.50%
North East	94.94%	108.96%	93.58%	104.73%	87.47%	95.42%	92.33%	122.14%	93.68%	95.41%	109.64%	117.81%	143.92%	155.66%	103.25%
North Texas	87.22%	84.17%	97.84%	97.52%	98.70%	111.76%	111.46%	132.69%	104.59%	89.20%	57.34%	111.11%	60.27%	n/a	53.95%
Panhandle	105.33%	100.33%	108.19%	95.98%	77.24%	97.11%	111.78%	110.11%	92.24%	96.50%	103.08%	104.84%	153.90%	106.96%	81.54%
Permian Basin	117.67%	98.92%	83.41%	97.59%	106.82%	99.42%	98.25%	143.61%	93.06%	105.88%	104.36%	129.48%	148.42%	158.71%	110.41%
Rural Capital	80.13%	98.26%	111.47%	111.64%	102.25%	101.34%	110.63%	102.90%	106.59%	91.04%	97.49%	121.63%	124.76%	106.49%	108.61%
South Plains	110.52%	116.74%	123.92%	95.24%	113.67%	92.44%	106.45%	106.54%	105.29%	117.65%	101.42%	95.00%	120.63%	71.63%	99.39%
South Texas	96.53%	126.81%	136.60%	118.20%	114.32%	111.11%	108.93%	105.35%	117.65%	99.88%	100.09%	96.15%	94.24%	120.05%	114.70%
Southeast	116.18%	104.60%	129.07%	85.46%	143.34%	94.96%	102.60%	100.95%	85.30%	90.06%	101.06%	105.68%	87.78%	104.65%	133.23%
Tarrant	99.83%	95.07%	125.19%	84.29%	131.68%	101.15%	98.96%	109.22%	84.17%	101.39%	103.48%	112.75%	134.04%	101.62%	108.70%
Texoma	99.07%	110.98%	93.71%	106.97%	105.52%	81.21%	109.44%	106.82%	107.88%	117.65%	90.29%	104.16%	140.47%	140.97%	64.76%
West Central	102.41%	94.49%	93.82%	110.27%	127.50%	101.80%	104.20%	172.74%	117.65%	83.38%	97.02%	112.13%	100.59%	165.98%	91.13%
+P	5	5	15	6	15	4	6	16	6	4	3	13	17	15	9
MP	21	21	10	20	11	22	20	10	16	16	23	14	8	8	13
-P	2	2	3	2	2	2	2	2	6	8	2	1	3	4	6
% MP & +P	93%	93%	89%	93%	93%	93%	93%	93%	79%	71%	93%	96%	89%	85%	79%
From	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22	7/21	1/21	7/21	1/21	7/22
To	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23	6/22	12/21	6/22	12/21	6/23

Percent of Target (Year-to-Date Performance Periods)

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

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg Wkfc Asst Fm Bds or Self Svc	Choices Full Engagement Rate	Average # Children Served Per Day-Combined 10/22-3/23 YTD-Only)	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	99.32%	104.99%	95.18%	94.24%	96.22%	125.78%	112.62%	6	14	2	91%
Borderplex	98.00%	103.11%	124.37%	92.44%	101.99%	119.08%	119.63%	9	8	5	77%
Brazos Valley	96.51%	101.91%	77.24%	103.88%	74.28%	99.68%	107.41%	4	12	6	73%
Cameron	106.53%	101.81%	125.50%	100.18%	107.94%	121.74%	116.03%	10	11	1	95%
Capital Area	100.50%	104.74%	93.88%	87.76%	88.99%	108.08%	111.48%	5	10	7	68%
Central Texas	101.00%	101.51%	94.26%	102.07%	86.20%	110.52%	108.39%	7	13	2	91%
Coastal Bend	101.89%	102.94%	102.30%	104.15%	107.00%	113.36%	101.11%	6	16	0	100%
Concho Valley	106.15%	104.52%	102.03%	106.78%	83.87%	120.60%	100.00%	10	10	2	91%
Dallas	98.96%	103.06%	110.87%	89.39%	96.04%	113.70%	107.38%	7	14	1	95%
Deep East	102.41%	102.57%	112.84%	99.97%	113.19%	116.70%	105.02%	12	9	1	95%
East Texas	103.33%	103.90%	97.05%	111.57%	105.84%	103.14%	105.73%	8	11	3	86%
Golden Crescent	109.59%	106.89%	102.92%	96.53%	93.26%	155.56%	94.03%	12	7	3	86%
Gulf Coast	97.86%	102.47%	96.70%	96.38%	78.84%	119.00%	103.85%	4	16	2	91%
Heart of Texas	104.76%	105.10%	92.65%	107.73%	89.44%	115.34%	107.20%	6	12	4	82%
Lower Rio	105.67%	101.14%	125.46%	107.85%	98.34%	145.60%	106.90%	12	10	0	100%
Middle Rio	102.73%	94.81%	91.72%	97.28%	90.17%	122.28%	96.90%	7	9	6	73%
North Central	98.59%	104.42%	94.75%	91.73%	113.65%	128.96%	80.71%	6	12	4	82%
North East	94.20%	102.94%	114.29%	99.63%	128.88%	99.24%	100.65%	6	14	2	91%
North Texas	102.39%	103.35%	118.29%	105.23%	85.70%	108.88%	100.73%	7	7	7	67%
Panhandle	104.93%	102.93%	113.62%	109.87%	110.94%	117.64%	100.54%	7	13	2	91%
Permian Basin	103.92%	102.36%	103.20%	109.18%	91.75%	107.64%	102.98%	8	12	2	91%
Rural Capital	101.85%	106.28%	118.80%	93.12%	77.48%	123.22%	116.03%	9	10	3	86%
South Plains	104.66%	103.06%	109.44%	111.87%	117.66%	86.30%	107.09%	10	10	2	91%
South Texas	99.12%	98.44%	141.04%	96.40%	119.09%	117.78%	109.14%	12	10	0	100%
Southeast	105.18%	103.07%	92.19%	110.17%	109.68%	109.26%	118.00%	9	9	4	82%
Tarrant	99.24%	103.48%	85.43%	95.42%	100.61%	103.20%	114.02%	5	14	3	86%
Texoma	100.47%	105.06%	125.94%	96.13%	93.85%	102.80%	114.91%	7	12	3	86%
West Central	93.08%	102.91%	121.21%	122.20%	100.40%	108.06%	103.76%	9	11	2	91%
+P	5	4	13	10	10	22	17	220			
MP	21	23	7	12	6	5	9	316			
-P	2	1	8	6	12	1	2	79			
% MP & +P	93%	96%	71%	79%	57%	96%	93%	87%			
From	7/21	1/21	1/21	7/22	10/22	10/22	4/23	From			
To	6/22	12/21	12/21	3/23	6/23	6/23	6/23	To			

INFORMATION ONLY

VIII – 6. Facilities Updates

BACKGROUND INFORMATION

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Able-bodied Adult Without Dependents	ABAWD	An individual 18 yrs.+ , but under the age of 50, without dependents. SNAP-ABAWD recipients are referred by the Texas Health and Human Services Commission (HHSC).
Board Contract Year	BCY	Board Contract Year (runs from Oct. 1 - Sept. 30)
Career & Education Outreach Program	CEOP	Provides career information to students at public middle and high schools, grades six through twelve, to direct students towards high-growth/high-demand occupations. Students receive in-depth information and directions on career choices as well as access to workforce resources.
Dislocated Worker	DW	An individual who has been terminated or laid off from employment is not eligible for unemployment benefits due to insufficient earnings and is unlikely to return to a previous industry or occupation.
Department of Labor	DOL	United States Department of Labor
Educator Externship	EDEX	Informs teachers of the skill sets needed for in-demand jobs, and allows the teachers to inform and guide students toward employment in industries that match their skill sets.
Employment Services (Wagner-Peyser)	ES	Services for employers and job seekers to ensure employers have access to qualified workers. Provides job matching and recruitment services to employers and job seekers.
Eligible Training Provider	ETP	Training providers certified by the Texas Workforce Commission to provide WIOA-funded training programs.
Eligible Training Program List	ETPL	A comprehensive list of training programs approved for WIOA-funded training using Individual Training Accounts.
Fiscal Year	FY	The fiscal year is the accounting period of the federal government. It begins on October 1 and ends on September 30 of the next calendar year.
Individual Training Accounts	ITA	An account established for eligible WIOA customers for training in an array of state-approved training programs. ITAs may be used only for programs included on the statewide ETPL.
Local Workforce Development Board	LWDB	Local workforce development board established in accordance with WIA Section 117, for the purpose of policy planning for a local area and has the responsibility to ensure that the workforce needs of employers and job seekers in the geographic area governed by the local unit of government are met.
Monthly Performance Report	MPR	Performance accountability indicators used to assess the effectiveness of states and local workforce systems to achieve positive outcomes for individuals served by the six core workforce programs.
Migrant and Seasonal Farmworker Program	MSFW	A nationally directed program created by Congress in response to the chronic seasonal unemployment and underemployment experienced by migrant and seasonal farmworkers (MSFW). Provides funding to help migrant and seasonal farmworkers and their families achieve economic self-sufficiency.
National Dislocated Worker	NDW	A grant awarded to areas affected by major disaster or national catastrophe to assist in disaster relief employment and assist the substantial number of workers who were forced to relocate from an area in which a disaster has been declared.
On-the-Job Training	OJT	One-on-one training located at the job site for participants who already have some job-related skills. By participating in training as an employee, the participant acquires new skills and knowledge and receives the same wages and benefits as current employees in the same or similar position.
Program Year	PY	Program Year (for example, Program Year 2022: PY'22; –period varies for state and federal years)
Reemployment Services and Eligibility Assessment	RESEA	A federal grant program designed to allow states to provide intensive reemployment assistance to individuals who are receiving unemployment benefits and are determined likely to exhaust their benefits before becoming reemployed.
Rapid Response	RR	Provides immediate on-site assistance to workers who have job losses due to businesses closure or worker reduction. Designed to transition workers to their next employment as soon as possible.

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Summer Earn and Learn	SEAL	A summer program that offers basic work-based learning and training services for students with disabilities such as, pre-employment work readiness training and preparation for the work experience placement; work experience to help gain familiarity with the workplace environment and develop transferable job skills; and paid compensation for time worked on the job.
Student HireAbility Navigator	SHAN	Student HireAbility Navigator's role is to expand and improve access to employment and training services and to increase employment opportunities for students with disabilities by creating strong partnerships between vocational rehabilitation (VR) Workforce Solutions offices, independent school districts (ISDs), community organizations, employers.
Supplemental Nutrition Assistance Program Employment & Training	SNAP E&T	Designed to assist SNAP recipients in obtaining employment through participation in allowable job search, training, education, or workforce activities that promote long-term self-sufficiency. SNAP recipients are referred by the Texas Health and Human Services Commission (HHSC).
Trade Adjustment Assistance	TAA	A federally funded program, with no costs to employers, who helps workers who are adversely affected by foreign import or job shifts to a foreign country.
Texas Education Agency	TEA	The branch of government in Texas responsible for public education. TEA is responsible for the oversight of public primary and secondary education in the state of Texas.
Texas Internship Initiative	TII	Provides part-time paid internships in Middle-Skill areas of accounting, business, construction management, engineering, healthcare, and information technology. Participating senior high school students must pass a dual-credit course to be placed in an internship with a local business. This grant is in partnership with Education to Employment (E2E) for the Coastal Bend.
Texas Industry Partnership Program	TIP	Supports collaborations between local workforce development boards and industry partners through the leveraging of matching contributions of cash or qualifying expenditures for occupational job training. Match funds must support certain WIOA (Workforce Innovation and Opportunity Act) activities and focus on eight designated industry clusters.
Texas Veterans Commission	TVC	A state agency that assists veterans, their families, and survivors through services provided by federal, state, local government, and private organizations.
Texas Veterans Leadership Program	TVLP	A non-profit agency that provides services to veterans to help find employment and achieve successful transitions back into civilian life.
The Workforce Information System of Texas	TWIST	TWIST is a centralized point of reporting intake and case management for customers. Intake information is submitted just once for multiple employment and training programs and can be retrieved statewide. TWIST also allows staff to query and retrieve information from the legacy systems – Employment Services, Unemployment Insurance, SNAP E&T, TANF, Supplemental Security Income, and the Texas Department of Criminal Justice.
Vocational Rehabilitation Services	VRS	A federal program that helps individuals with physical or mental disabilities get and/or keep a job.
Work Experience	WE	A work-based learning opportunity in which program-eligible customers learn both essential and technical skills for long-term employment. Businesses are referred to as "work experience sites." Intended to be short-term (12 or fewer weeks) and part-time work experience can be a volunteer, internship, or temporary short-term paid-work setting.
Workforce Innovation and Opportunity Act	WIOA	Helps job seekers and workers access employment, education, training, and support services to succeed in the labor market; and matches employers with the skilled workers they need to compete in the global economy.
Work In Texas	WIT	A comprehensive online job search resource and matching system developed and maintained by TWC. It provides recruiting assistance to Texas employers and job search assistance to any individual seeking work in Texas.
Workforce Opportunity Tax Credit	WOTC	A federal tax credit that the government provides to private-sector businesses for hiring individuals from nine target groups that have historically faced significant barriers to employment.