



Youth Services Committee Meeting

May 8, 2024
3:00 pm

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

Join Zoom Meeting

<https://us02web.zoom.us/j/82918752080?pwd=eTdjM0hUTDhBRVE4RUlaUitMU0NLUT09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 829 1875 2080

Passcode: 493158

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.



Youth Services Committee Meeting

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

Join Zoom Meeting

<https://us02web.zoom.us/j/82918752080?pwd=eTdjM0hUTDhBRVE4RUlaUitMU0NLUT09>

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Wednesday, May 8, 2024 – 3:00 pm

AGENDA

Page

I. Call to Order: *Omar Lopez, 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 February 14, 2024, Youth Services Committee Meeting**.....4-6

VII. **Items for Discussion and Possible Action:**
 1. 1. 4.0.100.07 – Incentives/Stipends: *Catherine Cole*.....7-12

(cont. page 2)

A proud partner of the **AmericanJobCenter** network

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 Youth	
a. Program Updates: <i>Catherine Cole</i>	13-15
b. Performance Updates: <i>Catherine Cole</i>	16
2. Services to Special Community Populations	
a. Student HireAbility Navigator: <i>Imelda Trevino</i>	17-18
b. Foster Care Youth: <i>Catherine Cole</i>	19
3. Programs and Education Engagements	
a. Texas Internship Initiatives: <i>Catherine Cole</i>	20
b. Educator Externship: <i>Alba Silvas</i>	21
c. Tri-Agency Regional Convener Grant: <i>Catherine Cole</i>	22
d. Career & Educator Outreach Program: <i>Samantha Smolik & Luis Rodriguez</i>	23-26
4. Celebrating Success: <i>Catherine Cole</i>	27

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 **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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Equal Opportunity Employer/Program

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Youth Services Committee
Roll Call Roster
May 8, 2024
(4 = Quorum)

_____ Liza Wisner, Chair

_____ Omar Lopez, Vice-Chair

_____ Dr. Leslie Faight

_____ Michelle Flower

_____ Jose R. "Joey" Garcia III

_____ Ofelia Hunter

Signed

Printed Name

MINUTES
Workforce Solutions Coastal Bend – Youth Services Committee
Mission Career Center – 4981 Ayers Street – Mission Training Room
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/88503959252?pwd=WnF3bGUzbn5sc29rRlppSEsvZVAXZz09>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 885 0395 9252

Passcode: 429331

February 14, 2024 – 3:00 pm

Committee Members

Present

Liza Wisner, Chair
Omar Lopez, Vice Chair
Leslie Faught
Michelle Flower
Jose R. “Joey” Garcia III
Ofelia Hunter
Kimberley D. James

Other Board Members Present

Raynaldo De Los Santos, Jr.
Sandra Bowen

Absent

Others Present

Ken Trevino, Workforce Solutions
Alba Silvas, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Catherine Cole, Workforce Solutions
Imelda Trevino, Workforce Solutions
Samantha Smolik, Workforce Solutions
Luis Rodriguez, Workforce Solutions
Allyson Riojas, Workforce Solutions
Milanda Ballesteros, Workforce Solutions
Celina Leal, Workforce Solutions
Ricardo Munoz, Workforce Solutions
Ruben Aceves, Workforce Solutions
Esther Velazquez, Workforce Solutions
Zachary James, Workforce Solutions
Xena Mercado, Workforce Solutions
Denise Woodson, Workforce Solutions
Valerie De La Cruz, Workforce Solutions
Valerie Ann De La Cruz, Workforce Solutions
Dorothy Guerrero, Workforce Solutions
Vicki Stonum, Workforce Solutions
Chakib Chehadi, C2GPS, LLC
Geri Escobar, C2GPS, LLC
Linda Stewart, C2GPS, LLC
Robert Reyna, C2GPS, LLC
Deborah Varner, C2GPS, LLC

I. Call to Order

Ms. Wisner called the meeting to order at 3:00 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 4981 Ayers Street 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 6, 2023 Ad Hoc Youth Committee Meeting

Mr. Lopez moved to approve the minutes of the September 6, 2023 Ad Hoc Youth Committee meeting. The motion was seconded by Dr. James and passed.

VII. Review of Committee Charter, Initiatives, and Strategic Board Goals for BCY 2024

Ms. Wisner provided a review of the Committee Charter, Initiatives, and Strategic Board Goals for BCY 2024 (included on page 7 of the February 14 agenda packet).

VIII. Information Only:

1. *Services to Youth*

a. Program Updates

Ms. Cole provided information on Program Updates (included on pages 8-9 of the February 14 agenda packet).

Ms. Cole thanked Ms. Wisner for leading the Ad Hoc Youth Services Committee for the past 3 years.

Mr. Reyna provided information on the WIOA 2024 Goals (included on page 8 of the February 14 agenda packet).

b. Performance Updates

Ms. Cole provided performance updates (included on page 10 of the February 14 agenda packet).

Mr. Reyna provided additional information on the PATHS Grant and highlighted the work that the Business Solutions team accomplished.

2. *Services to Special Community Populations*

a. Student HireAbility Navigator

Ms. Trevino reported on the Student HireAbility Navigator (included on pages 11-12 of the February 14 agenda packet).

b. Foster Care Youth

Ms. Cole provided information on the Foster Care Youth (included on page 13 of the February 14 agenda packet).

Ms. Trevino provided information on the coordination with CASA of the Coastal Bend to provide holiday gifts for local foster youth.

Ms. Cole thanked C2 Global Professional Services, LLC for providing gifts for the foster youth.

Ms. Wisner recognized everyone for being amazing and all their great work.

3. *Programs and Education Engagements*

a. Texas Internship Initiatives

Ms. Cole provided information on the Texas Internship Initiatives (included on page 14 of the February 14 agenda packet).

b. Tri-Agency Regional Convener Grant

Ms. Cole provided information on the Tri-Agency Regional Convener Grant (included on page 15 of the February 14 agenda packet).

c. Career & Educator Outreach Program

Ms. Smolik and Mr. Rodriguez reported on the Career and Educator Outreach Program (included on pages 16-18 of the February 14 agenda packet).

Dr. James recognized Ms. Smolik and Mr. Rodriguez for their exceptional numbers on reaching out to the schools to provide the students with the opportunity to utilize the VR goggles for their career pathway.

4. *Celebrating Participant Success*

Ms. Cole presented Celebrating Participant Success (included on page 19 of the February 14 agenda packet).

IX. Adjournment

The meeting adjourned at 4:34 pm.

DISCUSSION AND POSSIBLE ACTION

VII – 1. Board Policy

BACKGROUND INFORMATION

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

1. Policy #4.0.100.07- Incentives/Stipends

Revisions include the update to TWC WD Letter 15-19, Change 1 which replaces the TWIST instructions for case notes and data entry for participants eligible to receive an incentive/stipend to instructions of inputting case notes and data entry into WorkInTexas.com which is now the Board approved Case Management System. Minor formatting was also included in this policy revision. The Incentives/Stipend policy will also be brought to the Workforce Services Committee.

RECOMMENDATION

Board Professionals recommend the approval of board policy as amended.

POLICY

CATEGORY: Workforce Programs-General No:4.0.100.076
TITLE: Incentives/Stipends
SUPERSEDES: 4.0.100.065, dtd ~~September 27, 2019~~
EFFECTIVE: ~~May 23, 2019~~
BOARD APPROVAL: ~~May 22, 2019~~
DATE REVIEWED: ~~May 9, 2019~~

I PURPOSE:

This policy clarifies disbursement of incentives or stipends to eligible customers participating in Workforce Programs.

II DEFINITIONS:

Incentive – A tangible award that inspires participants to work toward an achievement(s) to move toward self-sufficiency.

Stipend – A fixed non-cash or cash payment amount provided at regular intervals.

III POLICY STATEMENT:

General

Workforce Solutions ~~of the~~ Coastal Bend may provide incentives or stipends to participants in eligible programs as stipulated in this policy, special initiative contracts as defined by the Board, or other initiatives requested by the service provider with prior approval by the Board.

Incentive and stipend programs shall be fiscally sound and promote positive employment, training, and education outcomes. Sufficient funds must be budgeted from available resources to support this policy, particularly as it applies to participants who choose to target long-term achievements.

The service provider must implement a system to collect and analyze data that will demonstrate the effectiveness of an incentive program.

Incentives shall be disbursed only to individuals that exceed the minimum requirements of a program, employer, educational institution, or training provider.

A participant must be informed about the availability and requirements of an incentive *prior to* the participant completion of the achievement that the incentive is intended to encourage. – A participant’s goal to achieve an incentive will be evident in the individual’s employment plan.

Incentives or stipends shall not be disbursed until the participant meets all stipulated requirements and verifies the attainment of the achievement.

Incentive payments will be awarded using nonmonetary incentives such as gift cards or pre-purchased items. Incentives offering cash or check incentives to eligible customers are prohibited.

A menu of available nonmonetary incentives must be outlined in writing.— It is recommended at least three incentives are of comparable value from which the participant may select.

Internal control measures are required to track inventories of nonmonetary incentives. Incentives intended for a special initiative with a specific timeframe will be disbursed by the end of that timeframe.

The value of nonmonetary incentives must be:

- Connected to the size and nature of the achievement for which they are awarded; and
- Scaled to inspire participants to work toward the achievements.

Unless specified in a special initiative, contract stipend payments will be awarded using gift cards or pre-purchased items.

Incentive plans developed for each allowable program will be provided to the appropriate Board Contract Manager prior to implementation.— At a minimum, the plan will include purpose of the incentives, participants eligible, incentives earned for each achievement, realistic minimum and maximum time frames to achieve the incentive and a start and end date.— Notification will also be provided if an incentive ends prior to the planned end date and, if applicable, implemented again with a new start and end date. Approved Incentive plans will be effective for the current BCY as funds permit.— At the beginning of each new Board Contract Year the appropriate Board Contract Manager will review and approve the Incentive plan before it is effective.

Participants must be advised that documented evidence of attainment of an incentive goal must be provided within thirty (30) days of the attainment to claim the incentive. Once documented evidence is received, staff have up to seven days to request the incentive.

Incentives/Stipends for customers are allowable as short-term, non-recurrent benefits and are not intended to meet recurrent or ongoing needs.

WorkInTexas.com

Case Notes will reflect when a participant was notified of a possible eligibility for a nonmonetary incentive. Case Notes will be entered with the goals and objectives that must be met for the incentive payment to be made in the participant's

WorkInTexas.com Individual Employment Plan (IEP)/Individual Service Strategy.
Once the participant has been determined eligible to receive a nonmonetary incentive,
data entry of incentive/stipend disbursements shall be entered in WorkinTexas.com (WIT)
or the Board approved Case Management System under the activity code 484 –
Support Service – Incentives – Youth Funded for WIOA Youth and activity code 643
– Support Service – Incentives for Choices and NCP Choices, respectively.

Information entered under the appropriate incentive code will designate the following:

- Actual Begin Date is the date the participant received the nonmonetary incentive;
- Projected End Date is the same as the begin date;
- Total Enrollment Cost is the actual amount of the incentive payment;
- Last Activity Date is the same as the begin date;
- Completion Code selected is Successful Completion; and
- Case Note is created and contains:
 - ▶ The date the nonmonetary incentive payment (or voucher) was issued;
 - ▶ The type of payment (TOP); and
 - ▶ What the customer achieved.

TWIST

~~Counselor notes will reflect when a participant was notified of a possible eligibility for a nonmonetary incentive. TWIST data entry will reflect in the individual's employment plan the:~~

- ~~Start date is either the date the participant was notified of possible eligibility for a nonmonetary incentive or is the date on which activity toward achievement begins;~~
- ~~Planned end date is the deadline to reach the achievement;~~
- ~~End date is the actual date of achievement;~~
- ~~Actual amount is the value of the incentive; and~~
- ~~Comments section notes:~~
 - ~~The date the incentive payment (or voucher) was issued;~~
 - ~~The type of payment; and~~
 - ~~What the customer achieved~~

~~Once the participant has been determined eligible to receive a nonmonetary incentive, data entry of incentive/stipend disbursements shall be entered in TWIST under the Service Tracking menu, Support Services code 219 incentives. Information entered under support service code 219 Incentives will designate the following:~~

- ~~Start date is the date the participant received the nonmonetary incentive;~~
- ~~Planned End Date is the same as the start date;~~
- ~~End Date is the same as the start date;~~
- ~~Actual Amount is the value of the incentive; and~~
- ~~Comments section contains:~~
 - ~~The date the nonmonetary incentive payment (or voucher) was issued;~~
 - ~~The type of payment; and~~
 - ~~What the customer achieved.~~

Eligible Programs

Service providers will follow incentive guidelines and strategies by the eligible programs below:

Choices

All Choices Eligible participants, mandatory and exempt, will be eligible for incentives in any allowable ~~participation-work~~ activity as long as the incentive demonstrates achievements above minimum requirements.— Incentives that encourage early engagement (applicants), quick entry into the workforce, retention of employment, job promotion, wage gains and successful completion of training services or attaining an education goal related to employment are achievement outcomes most beneficial to the goal of self-sufficiency.

Job Retention - In the case of an individual losing employment based on good reasons, retention will remain in effect as long as the individual regains employment within 4 weeks of job loss. Pattern of job loss may result in non-payment of incentives.

Non-Custodial Parent (NCP) Choices

Employment, retention up to 6 months and wage gains will be the main achievements for incentives.

WIOA Youth

Incentive disbursements may be made only to youth participating in a program tied directly to education, successful completion of either a work experience or training. Such incentives for achievement could include improvements marked by testing or other successful outcomes.- WIOA youth funding is not used to fund incentives for completing job readiness training or classes.

Examples of activities or milestones completed that could result in the provision of an incentive for WIOA Youth, Choices, and NCP Choices participants are:

- attainment of a high school diploma or Texas Certificate of High School Equivalency;
 - completion of an industry-recognized certificate or credential or completed occupational skills training;
 - successful completion of training services, vocational educational training, or other educational services;
 - attainment of unsubsidized employment directly related to the training program;
- and
- successful completion of a work experience program.

M. PROCEDURES:

Service providers must develop internal procedures for the provision of

incentives/stipends. Procedures must contain adequate controls for authorization of incentives.

V. RELATED POLICY INFORMATION:

Federal Register, 20CFR Part 652 and Parts 660 through 671; Workforce Investment Act of 1998;
40 TAC, Chapter 811 Choices

TWC Choices Guide revised March 2024 and all subsequent revisions.

Noncustodial Parent Choices: A Comprehensive Guide

National Archives and Records Administration (NPRM) Federal Register, Volume 81, Part 603, 651, 652 Workforce Investment Act: Final Rule August 19, 2016.

-
TWC WIOA Guidelines for Adults, Dislocated Workers and Youth March 18, 2024 and all subsequent revisions.~~June 11, 2019.~~

TWC WD Letter 15-19, Change 1 dated ~~035/1821/202419~~. Guidelines for the Provision of Incentives for Workforce Innovation and Opportunity Act YOUTH and Choices, Including NCP Choices Participants – Updates

VI. RESPONSIBILITIES:

Board ~~Professionals~~staff shall ensure that all service provider staff are aware of and comply with this policy.

The Board Monitor shall provide oversight and evaluation of the service provider’s disbursement of incentives and stipends to eligible customers.

Service providers shall ensure that appropriate procedures are implemented, and that relevant 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

Date

INFORMATION ONLY

VIII – 1a. Services to YOUTH – Youth Opportunities Unlimited (YOU) Program Updates

BACKGROUND INFORMATION

Board Professionals will provide information regarding all youth related activities; information provided is for scope of January – March 2024.

WIOA YOUTH Program:

The Workforce Innovation Opportunity Act (WIOA) is designed to help job seekers secure the employment, education, training, and support services necessary to succeed in the labor market and to match employers with the skilled workers they need. WIOA Youth program participants are either an In-School Youth (ISY ages: 14-21) or an Out-of-School Youth (OSY ages: 16-24). As directed by the Department of Labor (DOL) and Texas Workforce Commission (TWC) a minimum of 75% of WIOA Youth funding will be spent on OSY and a minimum of 20% of the overall WIOA Youth budget shall be dedicated to serving participant through a Work Experience (WE).

- School Engagements
 - **San Patricio EDC Career Expo and Job Fair** – On February 29th, the San Patricio Economic Development Corporation, in collaboration with WFSCB, hosted the San Patricio EDC Career Expo and Job Fair. The Career Expo targeted San Patricio High School students, with participation from Aransas Pass, Gregory-Portland, Ingleside, Sinton, and Taft. Nearly 350 students attended the event, where they networked with representatives from 40 employers, and multiple community partners and training providers. Students received information on guidance on the career pathways available throughout the county and how WFSCB and our partners can assist them with achieving their training and employment goals.
 - WFSCB additionally attended Career Fairs during Q2 at Mathis ISD, Sinton ISD, Ingleside ISD, and CCISD at King HS.
 - **A.C. Jones High School Career Day** – On March 7th, Beeville Center WIOA Youth Program Team attended the A.C. Jones High School Career Day. WIOA Youth Team engaged with approximately 700 youth between the ages of 14 – 18. The team were able to promote WFSCB, post-secondary opportunities, and WIOA Youth Program where 40 attendees completed YOU! Start Here JotForm's to learn more about enrolling into the WIOA Youth Program. Beeville Center team were able to go back and begin outreach initiatives on those 40 interested youth for orientation and enrollment into WIOA Youth.
 - **20th American Welding Society and Nueces Co. Junior Livestock Show Welding Contest** – On January 18th, WFSCB went to Robstown Early College High School to support the welding competition for all of Nueces County welding students. During the opening ceremony, TWC Commissioner Representing Employers, Joe Esparza, delivered words of encouragement to the students. The Mobile Unit was present to outreach to students that were waiting for their competition to begin. Welding students that entered

and engaged with the Mobile Unit were entered into a raffle to win a welding helmet that was donated by Craft Training Center.

- Work Experience Youth Cohorts
 - During Q2 2024, Five job readiness cohorts were hosted. Youth Customers participating in a Work Experience service are required to go through a five-day job readiness training, as the first week of their placement and onboarding. Beginning in February 2024, the Youth Job Readiness has been expanded to include two cohorts per month, with the second cohort each month targeting a specific industry sector. The February cohort focused on Healthcare and the March cohort focused on Business. The focused cohorts feature labor market information tailored to the specific industry sector, guest speakers from specific sector businesses, and Work Experience placements that align with the specific sector. Though 16 Youth customers participated in the Q2 cohorts, a total of 32 youth were participating in a Work Experience during Q2 and of those 32, 22 were new placements during Q2.

16 COHORT PARTICIPANTS	
CENTER	CUSTOMERS
Alice	1
Beeville	8
Kingsville	5
Staples	2

22 WORK EXPERIENCE PARTICIPANTS		
CENTER	OSY	ISY
Alice	1	0
Beeville	7	1
Kingsville	5	3
Staples	3	2
Total	16	6

- WFSCB Mobile Unit Outreach
 - During Q2 2024, the Mobile Unit was deployed to three locations for Youth Focused outreach.
 - In January, the Mobile Unit visited Robstown Early College High School and met with high school juniors and seniors to promote Workforce Services.
 - In February, the Mobile Unit participated in the DMC’s Community 2 College event at the RMB Fairgrounds. Students, potential students, and families were outreached to promote enrollment in Higher Education and learned more about WFSCB programs and services.
 - In March, the Unit was deployed to Church Unlimited in Nueces County to participate in Youth Outreach activities.
 - Q3 Planned Visits in: Kingsville, Gregory, Ingleside, Refugio, and Woodsboro.
- Coastal Bend Maritime Career Expo & Job Fair
 - On March 28th, WFSCB, Corpus Christi ISD, Del Mar College, and G&H Towing met to begin planning for the 2024 Coastal Bend Maritime Career Expo and Job Fair. The initial

meeting was called to establish new POCs, proposed timeline, and the partners that need to be involved. We will be looking at hosting the event in mid-October 2024 to better align with school and industry schedules.

- This event is set to occur on October 2nd at the Ortiz Center.
- Elevate361
 - During Q2, Workforce and Elevate361 came to an agreement to establish an MOU to have WFSCB staff be at Elevate361 for 30 hours a week for outreach and engagement.
 - On March 27th, WFSCB attended the grand opening for Elevate361 where WFSCB was named as one of the Core Partners in the Reengagement Center.
 - A WFSCB will have a staff member at the Reengagement Center by the end of April.
- Services to WIOA Youth Customers During Q2 2024

- Enrollments

MONTH	OSY	ISY
January	6	2
February	12	2
March	6	9
Total	24	13

- Training

PROGRAM	CUSTOMERS
CDL	4
Crane Operation	1
Medical Assisting	3
Welding	9
Total	17

- High School – 34
- Work Experience – 32
- Job Readiness – 27
- GED – 6

INFORMATION ONLY

VIII – 1b. Services to YOUTH – Youth Opportunities Unlimited (YOU) Performance Updates

BACKGROUND INFORMATION

Board Professionals will provide information regarding all youth related activities; information provided is for scope of January – March 2024.

Performance Updates:

- As of April 12th, February 2024 is the latest MPR publication by Texas Workforce Commission (TWC).
- WFSCB Contractor's Quality and Assurance Team works to project performance measures and outcomes while also providing assistance to Career Centers to continuously improve performance and customer service.

MPR Reporting	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains
Final BY23	96.09%	88.56%	99.47%	106.39%	105.76%
Jan	100.28%	91.57%	109.63%	106.45%	89.24%
Feb	100.28%	91.57%	109.63%	106.45%	89.24%

INFORMATION ONLY

VIII – 2a. Services to Special Community Populations – Student HireAbility Navigator

BACKGROUND INFORMATION

Board Professionals will provide information regarding all services to special community populations related activities, information provided for the scope of January – March 2024.

Student HireAbility Navigator (SHN):

- City of Corpus Christi's Committee for Persons with Disabilities
 - Student HireAbility Navigator continues to attend monthly meetings as a committee member.
- School Events
 - Student HireAbility Navigator attended and presented at several school events across the Coastal Bend including:
 - Robstown HS, London MS, West Oso, Mary Grett Transition, Flour Bluff ISD, TAMUCC and Calallen MS/HS.
- Employer Round Table Discussion
 - Round Table Discussion Meetings with several area employers, VRS and WF Board Staff to discuss inclusivity in the workplace. For employers who are interested in learning more about building a more inclusive workplace, can contact SHN, Imelda Trevino, to set up a Round Table Discussion for their own organization.
- Summer Earn and Learn 2024
 - WFSCB proudly kicks off the 7th Annual Summer Earn & Learn program! Summer Earn & Learn (SEAL) offers eligible students with disabilities or potential disabilities a paid work experience with local employers who, together with our TWS-VRS partners, can provide the support and accommodations needed for these students to succeed. These students participate in work readiness training to prepare them for successful employment, for most this is the FIRST time to earn a paycheck and helps them to gain a sense of independence as they venture out into their paid work experience. WFSCB has proudly hosted SEAL for the past 7 years in partnership with our TWS-VRS partners and are pleased to have placed over 375 students throughout the Coastal Bend in employment opportunities.
- TED talks with ESC2
 - SHN has been collaborating with the Education Service Center Region 2 to provide monthly topics of discussion to local Special Education Directors with helpful information on transitional services available to students with disabilities.
- Creating Connections Piece by Piece & WFSCB
 - Creating Connections Piece by Piece is a nonprofit advocating for Individuals with autism and other intellectual disabilities. They recently invited SHN to participate in a meeting with State Representative Todd Hunter to discuss ways to prevent job discrimination in the workplace against persons with disabilities.
- ESC2 Youth Services Presentation

- WIOA Youth Contract Manager and SHN teamed up to inform area ISD counselors and discuss all services available to youth throughout the Coastal Bend through Workforce programs and events.
- Upcoming Events:
 - End of School Events
 - Summer Earn & Learn 2024
 - SEAL Signing Day
 - TWC Workforce Forum Presentation
 - Wings of Texas *Organization Advocate of the Year 2024*
 - Day

INFORMATION ONLY

VIII – 2b. Services to Special Community Populations – Foster Care Youth

BACKGROUND INFORMATION

Board Professionals will provide information regarding all services to special community populations related activities, information provided for the scope of January – March 2024.

Foster Youth Services:

- WFSCB and BSFC
 - In February, WIOA Youth Career Advisors met with BCFS staff to review the 38 foster youth referrals that were sent. Staff discussed the local POC's for each of the Career Centers and discussed ways to further enhance efforts to facilitate warm to hot handoffs for Foster Youth. Updates were made to the automated referral tracking system to route Foster Youth referrals to the corresponding Youth Career Advisors based on Career Center location.
 - In March, WFSCB held a quarterly meeting with BCFS and DFPS to discuss Summer and Fall activities from WFSCB and Foster Youth events occurring for 2024.
 - WFSCB discussed location for the PAL Aging-Out Seminar and CEOP to present VR goggles at the end of the seminar.
 - Prom and High School graduation was part of the main discussions for Foster Youth where SHN was able to secure 12 haircuts from Supercuts for Foster Youth attending Prom.
 - Events were discussed for 2024 with some reoccurring events and collaborating on new activities.
 - Attending BCFS High School Graduation Celebration 2024.
 - Hosting site for the 3rd PAL Aging-Out Seminar in July 2024.
 - Hosting a Foster Youth Holiday and Job Event in December 2024.

INFORMATION ONLY

VIII – 3a. Program & Education Engagements – Texas Internship Initiatives

BACKGROUND INFORMATION

Board Professionals will provide information regarding all program and engagements related activities; information provided for the scope of January – March 2024.

Texas Internship Initiatives (TII):

In partnership with Education to Employment (E2E), E2E has been the internship program provider through Emerging Professionals Internship Program (EPIP). This grant focuses on providing part-time paid internships in the Middle-Skill STEM areas of accounting, business management, engineering, and information technology. Participating junior and senior year high school students must pass a dual-credit credit course to be placed in an internship with a local business.

- During Q2, 23 interns from Cohort I and four interns from Cohort II continue to participate in the EPIP Program.
 - Cohort II interns have had difficulty in finding intern opportunities with employers.
- Cohort II interns successfully completed the Penn Foster PATHS Customer Service training and were able to earn their stipends and iPads with keyboards.
- The Emerging Professional Interns are set to have their graduation night for May 7th where they will display poster presentations of their internship and what they have gained through this experience.
 - WFSCB will be a sponsor of the event.
- “We are hoping to get Noah registered for our next Certified Nurse Aide course and helping him further his career.” - Caressa McKibbon, Windsor Healthcare

INFORMATION ONLY

VIII – 3b. Educator Externship (EDEX)

BACKGROUND INFORMATION

Board Professionals will provide information regarding all program and engagements related activities; information provided for the scope of January – March 2024.

9th Annual Educator Externship (EDEX):

In partnership with Education to Employment Partners (E2E), WFSCB and E2E offer Coastal Bend educators a one-week career and occupational experience to learn about in-demand industries in the region. EDEX engages educators in activities geared toward learning about skillsets required for occupations in the Coastal Bend and how to apply them to a classroom curriculum. Educators will learn how to use Labor Market Information to guide students for career-oriented decision-making.

- The goal for participating educators in the Coastal Bend is 100.
 - The goal is to have 20 ISD represented from the 100 educators and to have 25 employers participate in this year's program.
- There will be two cohorts for educators to participate in: Cohort I starts June 24th and Cohort II starts July 15th.
- EDEX is predominately funded by TWC, however, Port Corpus Christi is sponsoring 20 educators to participate in this year's externship.

For participating in the externship and completing deliverables, educators earn a \$875 stipend.

INFORMATION ONLY

VIII – 3c. Program & Education Engagements – Tri-Agency Regional Convener Grant

BACKGROUND INFORMATION

Board Professionals will provide information regarding all program and engagements related activities; information provided for the scope of January – March 2024.

Tri-Agency Regional Convener Grant:

Through the Tri-Agency Workforce Initiative, the Commissioners of the Texas Education Agency (TEA), Texas Higher Education Coordinating Board (THECB), and Texas Workforce Commission (TWC) developed partnerships in working together to help Texas grow in economic prosperity. In April 2023, the Tri-Agency launched a \$12 million dollar grant program focused on identifying, training, and designating a Tri-Agency Regional Convener in each of the state's 28 workforce development areas (WDAs) to develop a regional education-workforce partnership system. Prospective regional conveners will build regional infrastructure and demonstrate their proficiency in serving as a regional convener under the guidance of Tri-Agency Steering Committee. The Tri-Agency leveraged existing structures, such as regional workforce development boards, education service centers, institutions of higher education, and nonprofits with a regional scope of work to serve as a regional convener.

- Members of the Pathways Leadership Team joined WFSCB in attending the Texas Regional Pathways Network Convening in Georgetown, TX. The PLT were able to engage with their fellow peers from different parts of Texas to hear how their organizations are contributing to their Regional Conveners.
- The next deliverable for the grant is the first draft of the Strategic Plan.
 - Grantees are to focus on 3-5 strategies to implement within five years.
 - For the Coastal Bend, a noticeable gap in regional advising has been discovered and is planned to be addressed in the Strategic Plan.
 - Data has also shown the best time to introduce careers to students is 4th grade. The PLT is started to construct ways how the Coastal Bend region can start engaging with elementary students regarding careers in the Coastal Bend.

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VIII – 3d. Program & Education Engagements – Career & Educator Outreach Program

BACKGROUND INFORMATION

Board Professionals will provide information regarding all program and engagements related activities; information provided for the scope of January – March 2024.

Career & Educator Outreach Program (CEOP):

The Career & Education Outreach Program is dedicated to educating, supporting, and providing TWC resources for school-based students (grades 6-12), parents, and educators in efforts to equip them with the necessary tools to make informed education and career decisions. Utilizing strategic outreach efforts, the program is set to establish relationships with local educators and employers to serve as a catalyst for career readiness in the Coastal Bend.

School Engagements

- Aransas Pass ISD
 - CTE Showcase – February 20th: WFSCB CEOP was given an in-depth student led tour of the CTE facilities offered to students in APISD. CEOP was asked to present on program content and how they cater to our area youth. (16 students).
- Banquete ISD
 - Essential Skills / Communication & Active Listening – February 8th: Explained and explored the importance of effective communication in the workplace, different types/styles, content, buzzwords, and its cohesiveness with Active Listening, followed with an activity. (76 students).
- Bishop ISD
 - VR Headsets – Bishop High School – March 21st: Seniors engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (95 students).
- Corpus Christi ISD
 - Endorsement Breakdown – Baker Middle School – January 17th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (166 students).
 - Endorsement Breakdown – Tom Browne Middle School – January 18th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (91 students).
 - Endorsement Breakdown – Cunningham Middle School – January 23rd: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (71 students).
 - Endorsement Breakdown – Grant Middle School – January 24th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and

- occupations available, what path to choose in high school, followed by an activity. (589 students).
- Endorsement Breakdown – Hamlin Middle School – January 25th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (51 students).
- Endorsement Breakdown – Hass Middle School – January 30th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (81 students).
- Endorsement Breakdown – Kaffie Middle School – January 31st: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (182 students).
- Endorsement Breakdown – Driscoll Middle School – February 1st: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (89 students).
- Endorsement Breakdown – Martin Middle School – February 6th: Students (6th-8th) engaged in a breakdown of the 5 different endorsements, the high demand careers, and occupations available, what path to choose in high school, followed by an activity. (80 students).
- VR Headsets – Kaffie Middle School – February 27th: CTE Students (7th-8th) engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (36 students).
- Planning Session – March 18th: Planning CEOP involvement with CCISD CTE for upcoming 23-24 school year.
- Flour Bluff ISD
 - Middle Skill Jobs – Hornet Learning Academy – January 10th: Juniors and Seniors engaged in information presented on Middle Skill Jobs; what they are, how to obtain, and the Labor Market Data (LMI) for local and statewide middle skill occupations. (30 students).
 - VR Headsets – Flour Bluff High School – February 29th: Students engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (98 students).
 - VR Headsets – Hornet Learning Academy – March 20th: Seniors engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (24 students).
- Ingleside ISD
 - Career Fair – Ingleside High School – January 18th: Students (9th – 12th) engaged with local employers and post-secondary institutions to explore options for life after high school. CEOP was in attendance alongside TWC Education Outreach Program. (100 students).
- Mathis ISD
 - VR Headsets – Mathis High School – March 28th: Students engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (95 students).
- Premont ISD

- Essential Skills / Financial Literacy – Premont Secondary – February 7th: (Seniors) - Explained and explored the importance of financial literacy, how to budget, salary proficiency, cost of living, etc. followed up with an activity. (45 students).
- Rockport-Fulton ISD
 - VR Headsets – Rockport Fulton Middle School – March 19th: Students engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. TWC Education Outreach Team shadowed this event. (180 students).
- Taft ISD
 - VR Headsets – Taft High School – March 26th: Students engaged in high demand careers and occupation breakdowns by diving into the career exploration modules equipped on our Virtual Reality Goggles. (45 students).

Activities & Events

- BPA Regional Conference – Calallen High School – January 19th:
 - WFSCB CEOP was invited to participate as a judge in the Regional BPA (Business Professionals of America) Conference that features high school students from around the Coastal Bend competing in essential skill-based events.
- Education To Employment Partners – Planning Session – March 12th:
 - WFSCB CEOP planned out involvement with 3 area high schools that are in partnership with E2E: Mathis, Ingleside, and Skidmore-Tynan for the upcoming 2024-2025 school year. There will be three visits per campus, Resume, Interviewing and Virtual Reality.
- Foster Youth – Planning Session - March 4th:
 - WFSCB teaming up with local Foster Youth organizations to host the Aging Out of Foster Care Seminar coming up in July 2024.
- Golden Crescent Career Fair – Virtual Reality - March 28th:
 - WFSCB CEOP deployed to Victoria, TX on a special request to conduct Virtual Reality for 6 different high schools located in the Golden Crescent Region. (269 students).
- Je'Sani Smith Foundation – Planning Session – March 7th:
 - WFSCB teaming up with the Je'Sani Smith Foundation to educate our community about Rip Current Awareness.
- Lightcast LMI Training – February 12th – February 14th
 - CEOP participated in in-depth LMI (Labor Market Information) software that our WDA uses to provide current employment information to our region.
- Skills USA – Planning Meeting – January 3rd:
 - WFSCB in partnership with Skills USA Organization to continue hosting its Statewide Conference here in the Coastal Bend throughout the next 4 years.
- Texas Regional Pathways Network (TRPN) Convening – February 20th – February 22nd
 - WFSCB CEOP tagged alongside the Coastal Bend Pathways Leadership Team (WFSCB, ESC2, CBC, DMC, TAMUCC, TAMUK, E2E, CIS) to Georgetown Texas to strategize the most efficient ways to create seamless pathways to careers and industries for the Coastal Bend Youth.
- TWC Education Outreach – Booster Calls – January 12th, February 2nd, March 1st:
 - CEOP teams from across the state meet virtually once a month to share experiences and learn new initiatives to bring into the classrooms. We have outside industry partners present on their involvement with TWC and Local Workforce Boards, all while strategizing on how to continue to make an impact in our school districts.

Advisory Committees

- CEOP serves on the following advisory committees by providing strategic advice alongside local school districts to improve study issues, curriculum, flexibility and overall structure within the organization and our community.
 - Aransas Pass, Banquete, Corpus Christi, Flour Bluff, Gregory Portland, Robstown, West Oso, etc.
 - January 12th: Flour Bluff ISD
 - February 20th: Aransas Pass ISD
 - February 28th: Corpus Christi ISD
 - March 1st: London ISD

INFORMATION ONLY

VIII – 4. Celebrating Success

BACKGROUND INFORMATION

Catherine Cole will provide information regarding OSY participant, Emily Elizondo, for her successfully completing the Texas A&M University – Kingsville Continuing Education Medical Assistant Program and her work experience and permanent employment with Elizondo Medical Group in Alice, TX.

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.