



WORKFORCE SOLUTIONS
C O A S T A L B E N D

Workforce Services Committee Meeting

**September 11, 2025
1:30 pm**

**Bayview Tower
400 Mann Street, Suite 800
Bayview Large Conference Room
Corpus Christi, TX**

Join Zoom Meeting

<https://us02web.zoom.us/j/82755443944?pwd=tBIJgXCgSdmjc8bRe81VUpUcrSatlb.1>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 827 5544 3944

Passcode: 485573

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

Bayview Tower – Administrative Office – 400 Mann Street, Suite 800
Bayview Large Conference Room
Corpus Christi, Texas 78401

Join Zoom Meeting

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Thursday, September 11, 2025 – 1:30 pm

AGENDA

Page

- I. Call to Order: *Dr. Leonard Rivera, 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 8, 2025 Workforce Services Committee Meeting**.....4-6
- VII. **Items for Discussion and Possible Action:**
 - 1. Board Policy #4.5.100.11 – Work Search Requirement: *Alba Silvas*.....7-10

(cont. page 2)

A proud partner of the  American Job Center 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 Workers BCY2025 (Q1 Oct.-Dec.) (Q2 Jan.-Mar.) (Q3 Apr.-Jun.) (Q4 Jul.-Sept.)
 - a. Policy Review Schedule: *Alba Silvas*.....11-13
 - b. Program Updates & Veterans Services: *Alba Silvas*.....14-17
2. Performance Measure Update
 - a. Board Contract Year 2025-26: *Alba Silvas*.....18-22
3. Services to Business
 - a. Business Solutions Report: *April Mejia*.....23-24
4. Local Labor Market Intelligence
 - a. Jobs & Employment Report – Q4: *Allyson Riojas*.....25-30
5. Strategic Planning & Partnerships Update: *Christina Gonzalez*.....31-32
6. Facilities & IT Update: *Shileen Lee*.....33

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 **Bayview Tower – Administrative Office, Bayview Large Conference 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, 400 Mann Street, Suite 800, Corpus Christi, Texas.
- Board members must be visible on camera in order to count toward the quorum and in order to vote.
- The public and all presenters will need to be visible while presenting information.

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

A proud partner of the  network

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Workforce Services Committee
Roll Call Roster
September 11, 2025
(3 = Quorum)

_____ Dr. Leonard Rivera, Chair

_____ Randy Seitz, Vice Chair

_____ Lance Brown

_____ Jose R. "Joey" Garcia III

_____ Jesse Gatewood

Signed

Printed Name

MINUTES

Workforce Solutions Coastal Bend – Workforce Services Committee Meeting

Bayview Tower – Administrative Office – 400 Mann Street, Suite 800

Bayview Large Conference Room

Corpus Christi, Texas 78401

Join Zoom Meeting

<https://us02web.zoom.us/j/86718367105?pwd=tm2o4W0mv3arwa7VrejUKLRxKCBnVB.1>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 867 1836 7105

Passcode: 539094

Thursday, May 8, 2025 – 1:30 pm

Committee Members

Present

Dr. Leonard Rivera, Chair
Randy Seitz, Vice Chair
Jose R. “Joey” Garcia III
Manny Salazar

Absent

Lance Brown
Jesse Gatewood
Randy Giesler

Others Present

Ken Treviño, Workforce Solutions
Alba Silvas, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Allyson Riojas, Workforce Solutions
Zachary James, Workforce Solutions
Vicki Stonum, Workforce Solutions
Catherine Cole, Workforce Solutions
Celina Leal, Workforce Solutions
Ricardo Munoz, Workforce Solutions
Imelda Trevino, Workforce Solutions
Tony Armadillo, Workforce Solutions
Xena Mercado, Workforce Solutions
Milanda Ballesteros, Workforce Solutions
Geri Escobar, C2GPS, LLC
Robert Gonzales, C2GPS, LLC
Monica Cisneros, C2GPS, LLC
April Mejia, C2GPS, LLC

Other Board Members Present

Raynaldo De Los Santos, Jr.

I. Call to Order

Dr. Rivera 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. The following Board Member was also in attendance:

- Raynaldo De Los Santos, Jr.

IV. Announcement on Disclosure of Conflicts of Interest

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

V. Public Comments

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

VI. Discussion and Possible Action on Minutes of the February 13, 2025 Workforce Services Committee Meeting

Mr. Seitz moved to approve the minutes of the February 13, 2025 Workforce Services Committee meeting. The motion was seconded by Mr. Salazar and passed.

VII. Items for Discussion and Possible Action

1. Board Policy # 4.0.100.01 – Program Policy and Services Guide

Ms. Silvas presented information on the Board Policy # 4.0.100.01 – Program Policy and Services Guide (included on pages 8-10 of the May 8 agenda packet).

2. Board Policy # 4.0.113.07 – OJT, Subsidized Employment and Customized Training

Ms. Silvas presented information on the Board Policy # 4.0.113.07 – OJT, Subsidized Employment and Customized Training (included on pages 11-16 of the May 8 agenda packet).

Mr. Salazar moved to recommend to the Board of Directors approval of Board Policies # 4.0.100.01 – Program Policy and Services Guide; and # 4.0.113.07 – OJT, Subsidized Employment and Customized Training as presented. The motion was seconded by Mr. Garcia and passed.

VIII. Information Only:

1. *Services to Workers BCY2025 (Q1 Oct.-Dec.) (Q2 Jan.-Mar.) (Q3 Apr.-Jun.) (Q4 Jul.-Sept.)*

a. Policy Review Schedule

Ms. Silvas presented the Policy Review Schedule (included on pages 17-19 of the May 8 agenda packet).

b. Program Updates & Veterans Services

Ms. Silvas provided information on the program updates and Veterans Services (included on pages 20-22 of the May 8 agenda packet).

Ms. Silvas reported on the transition to the WIT Case Management System, which launched in Spring 2024. This new database replaced the TWIST Case Management System and is designed to capture all aspects of individual service delivery, including training accounts, support services, and individual employment plans.

The transition has significantly impacted on service delivery, and the system is still experiencing issues. Ms. Silvas noted that Leadership is collaborating with the Texas Workforce Commission to address these concerns. Feedback from team members, service providers, and the contract team indicates numerous glitches in the system. These issues affect performance, productivity, and the ability to forecast service delivery. Specifically, the glitches are impacting how counselors deliver daily services to customers, even affecting basic functions like entering employment plans.

Ms. Silvas extended kudos to the career center team members for their utmost professional approach in dealing with these challenges. She highlighted that customers recognize these issues stem from a systemic concern, not individual fault. Leadership, including Mr. Trevino, has been vocal with the Commissioners of the Texas Workforce Commission, relaying information about the system's impact on budget and overall performance. Furthermore, these glitches are affecting legal contract agreements with service providers regarding profit and performance.

Mr. Trevino reported on the feedback received from 9 Town Halls hosted by Workforce Solutions Coastal Bend Leadership. The main concern raised was the lack of efficiency in the current tool, which is hindering the team's performance. This issue was brought up in weekly calls with TWC, who acknowledged the need for improvements. A common theme of frustration was identified among 90 to 100 team members, particularly with the Work in Texas system. Despite these challenges, the team demonstrated professionalism and a desire to perform their jobs to the best of their abilities. The TWC and the Commissioners are aware of these issues, but it is unclear what steps they are taking to address them.

Ms. Riojas highlighted that minor system updates can cause unexpected issues, which often go unnoticed until they directly impact work. These issues are reported to her, then to TWC, and finally to the vendor, GSI. However, each problem is unique and requires individual solutions. She compared the situation to the initial introduction of the TWIST system, emphasizing that it is a work in progress.

Ms. Escobar provided an update on the Operations of Career Centers (included on pages 21-22 of the May 8 agenda packet).

- Career Center Operations and Staffing
- Outreach and Service Delivery Strategies
- Partnership Highlights
- Career Center Customer Traffic; In-Person or Virtual
- Services to Workforce Career Center Customers
- Unemployment Insurance (UI) Assistance

2. *Services to Business*

a. Business Solutions Report

Ms. Escobar presented the Business Solutions Report (included on pages 23-24 of the May 8 agenda packet).

3. *Local Labor Market Intelligence*

a. Jobs & Employment Report – Q2

Ms. Riojas presented the Jobs and Employment Report – Q2 (included on pages 25-29 of the May 8 agenda packet).

5. *Facilities & IT Update*

Ms. Lee provided information on Facilities and IT updates (included on page 36 of the May 8 agenda packet).

4. *Performance Measure Update*

a. Board Contract Year 2025-26

Ms. Silvas presented a performance measure update for the Board Contract Year 2025-26 (included on pages 30-35 of the May 8 agenda packet).

Ms. Silvas referred to pages 30-31 of the Workforce Services Agenda Packet, prepared a few weeks prior. She noted that they received updated information just the day before, which is included in the handout provided. Ms. Silvas will be using this handout for the discussion, and Ms. Neely will record this for the minutes. This updated information, in addition to what is in the packet, will be crucial and will be emailed to all Board of Directors. The information pertains to the Performance Measure Update.

IX. Adjournment

The meeting adjourned at 2:52 pm.

DISCUSSION AND POSSIBLE ACTION

VII – 1. Board Policy # 4.5.100.11 – Work Search Requirement

BACKGROUND INFORMATION

1. Board Policy 4.5.100.11- Work Search Requirement:

No Changes- Presenting policy on annual basis- recommending to keep work search requirements as listed in policy brought forward.

RECOMMENDATION

The Workforce Services Committee consider approval of Board Policy as presented and recommendation to Board Of Directors' approval.

POLICY-DRAFT

CATEGORY:	Workforce Programs-Unemployment Insurance	No: 4.5.100.110
TITLE:	Work Search Requirement	
SUPERSEDES:	4.5.100. 109	
EFFECTIVE DATE:	September 25 ⁶ , 202 5 ⁴	
DATE APPROVED:	September 26 ⁵ , 202 5 ⁴	
DATE REVIEWED:	September 11 ² , 202 5 ⁴	

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 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 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	-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	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

☐ Board of Directors

☐ Board Staff

☐ Service Provider Staff

POLICY TITLE: Work Search Requirements
POLICY NUMBER: 4.5.100.1010

DATE: September 24, 2025
REVISED: September 11, 2025

IX. SIGNATURES

Reviewed by EO Officer

Date

President/CEO

Date

INFORMATION ONLY

VIII – 1a. Services to Workers BCY2025 – Policy Review Schedule

BACKGROUND INFORMATION

Board Team Members will be presenting Policy Review Schedule; **Attached.**

Workforce Services Committee 02.13.2025 – 1 Policy.

Workforce Services Committee 05.08.2025 – 2 Policies.

Workforce Services Committee 09.11.2025- 1 Policy.

Policy Review Schedule-2025

<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		
02.13.25, 05.08.2025(Workforce Committee)	4.0.100.01	Program Policy and Services Guide
	4.0.100.06	Incentives/Stipends
05.08.2025(Workforce Committee)	4.0.100.07	OJT, Subsidized Employment, and Customized Training
	4.0.101.14	Support Services
	4.0.102.02	Basic Skills Deficiencies
	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
	4.0.111.06	Customer File Documentation
	4.0.115.09	Program Non-Compliance
	4.0.117.03	Priority of Service and Data Collection
	4.0.118.02	Accessibility
	4.0.120.05	Limited English Proficiency (LEP)
	4.0.121.03	Reasonable Accommodations
	4.0.122.02	Outreach

Policy Review Schedule-2025

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
	4.0.123.00	Common Exit
	4.0.124.01	Documentation and Verification of Work Activities: Choices/SNAP E&T
<u>WIOA</u>		
	4.1.101.02	Follow-Up Services for WIOA Adults & Dislocated Workers
05.14.25(Youth Committee)	4.1.103.02	Youth Eligibility Criteria
	4.1.104.08	Individual Training Accounts (ITAs)
	4.1.105.01	Apprenticeship Programs
	4.1.106.00	National Dislocated Worker Grants
<u>Choices</u>		
	4.2.100.03	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>		
09.11.25(Workforce Committee)	4.5.100.11 (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 – 1b. Services to Workers BCY2025 – Program Updates & Veterans Services

BACKGROUND INFORMATION

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

1. Updates as of Q3 (April 2025-June 2025).

PROGRAM/GRANT	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. Summer Earn & Learn (SEAL)	<p>The Program Year(PY) began Oct. 1, 2024. And Q3 marks the ¾ mark of PY; one more quarter remaining. Program meetings take place monthly to review initiatives as well as performance meetings every other Thursday. service delivery, programs, business services, quality assurance, fiscal.</p> <p>These programs/grants represent the core funding sources and allocations to WFSCB.</p> <p><u>HIGHLIGHTS:</u></p> <ul style="list-style-type: none"> ➤ All Program Funding received at about same level; except: WIOA- Adult, Dislocated, Youth; and NCP received decreased funding. WFSCB & C2 Weekly meetings/funding impacts. ➤ SNAP-Third Party Partnership.
OPPORTUNITIES/PROJECTS	NOTES
1. Educator Externship (EDEX)-TWC	Completed Grant in July: 60 Educators Served. Application for EDEX2026 due to TWC September 19, 2025.
2. Educator Externship- Private	Completed Grant in July: 13 Educators Served.
3. Texas Internship Initiative- TWC	Received Notification of Award 5 th round. Awaiting 6 th round application from TWC.
4. Apprenticeship Expansion-TWC	Applied and received initial notice of award; in August received “pending” notification due to executive orders. 200K/50 apprentices
5. SNAP- Third Party Partnership (TPP)	Partnership with Goodwill- to expand on SNAP Services. Expansion of Grant will include the collaboration with Community Colleges(Del Mar College and Coastal Bend College). Coordinated a Technical Assistance Visit from Council for Adult and Experiential Learning(CAEL) to form models and budgets- ETA June/July 2025. Have submitted a 2 nd year round for collaboration with Goodwill Industries.
6. Healthcare Internship Fund-TWC	Received Notification of Award. First time applied/awarded. \$99K. to work with students from rural school districts; already part of health care industry academies. 10 students enrolled- goal is 16.

7. Military to Civilian Employment-TWC	Received Notification of Award- First time applied/awarded. \$212K. To provide transitional assistance to military personnel and spouses. Career Center Services, training, work-experience.
8. Eligible Training Provider (ETPL) EdVera System	WFSCB Contract Manager reports the ETPL System has gone live and progress is made in the interfacing of information with training providers, service delivery and most important the job seekers.
9. WIT Case Management System	Launch date Spring 2024- Major impact. Board and C2 started practice of data entry, services, assessments Summer 2023: WIT Case Management system facing some implementation issues impacting productivity, data entry and reporting.

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

○ Career Center Operations and Staffing.

Staples Career Center team members moved to Mission Career Center May 19, 2025. Team members expressed enthusiasm about the move. More detailed update on Phase II and Phase III of Mission Career Center build from Ms. Shileen Lee as part of agenda item Facilities and IT Update.

In June, strategic planning discussions were held in anticipation of reductions in WIOA AD/DW funding. In July, targeted measures were implemented to align staffing and operations with projected budget constraints. These measures included the elimination of nine positions across three Career Centers through a reduction in force. Steps were taken to minimize customer impact by streamlining workflows, reallocating responsibilities, and prioritizing core services to maintain high-quality workforce services despite available funding levels.

Ken Treviño, President/CEO, led a series of Town Hall Meetings to engage staff in open dialogue and gather input as part of the organization's commitment to strategic listening. These meetings provided an opportunity for team members to share ideas, feedback, and perspectives to help shape the Board's 4-year strategic plan.

Lenny Anzaldua, a member of the Business Services Unit (BSU), was recognized by the Texas Veterans Commission (TVC) as the BSU Team Member of the Year through the Performance Incentive Award (PIA). This award honors individuals who work in partnership with Jobs for Veterans State Grant (JVSG) Veteran Employer Liaisons to deliver high-quality employment, training, and placement services to veterans.

○ Outreach and Service Delivery Strategies.

In June 2025, WFSCB hired its new Mobile Career Center Driver. This new hire will complete training throughout the month of July 2025 and with ongoing support, will be able to resume Mobile Unit travel and service delivery throughout the Coastal Bend in August 2025. The Mobile Career Center is a critical resource for our rural communities where job seekers and community members have limited options for public transportation and a more difficult time accessing our brick and

mortar career centers. The Mobile Career Center allows them to access Employment and Training services, and staff resources in their own communities.

Pipefitting Training Cohort - Del Mar College - In June 2025, WFSCB hosted discussions with Del Mar College Workforce Programs to support Pipefitting cohort, also in collaboration with Bechtel. This continued a model developed with them in Q1 for their Ironworker cohort. WFSCB provided a Career Center Lead as POC for customer referrals to WIOA for possible tuition assistance, and ensured that customers were able to provide DMC everything that was necessary to enroll in the pipefitting cohort, complete training and transition into permanent employment with Bechtel.

- Partnership Highlights.

Alice Housing Authority – meeting with Alice Housing Authority Director to discuss offering Work Readiness presentations to their communities. Discussed a focus on Job Applications (highlighting Applicant Tracking Systems), Resume Building and Interviewing techniques.

Del Mar TRIO – Met with Director of Del Mar TRIO Program to discuss organization staffing needs and how the BSU can assist with their employment opportunities. Considered for possible Work-Based Learning Opportunity. Del Mar TRIO is a referral partner for the Nueces serving first generation college students and promoting academic success. Discussed our referral pipeline, WIOA services, and work-based learning opportunities for DMC students.

Del Mar College – Quarterly touchpoint meeting with AEL, Corporate Services, Healthcare, Financial Aid programs. Reviewed WFSCB referral process and current programs that WFSCB and DMC are highlighting.

Upskill Coastal Bend – Upskill Coastal Bend Partnership meeting attended in July 2025 to discuss office and partner updates. Review of the Advance Together Theory of Change project progress. Information for current Career Navigator opening in the region and potential opening 2026Q1 forwarded to WFSCB BSU to assist Upskill with their needs.

- Career center customer traffic; in-person or virtual: Q3 April -June 2025.

Staples Q3: 4,150 (Q2 9,052), **Alice Q3: 1,774**(Q2 1855), **Beeville Q3:1,005** (Q2 748)

Falfurrias Q3: 77(Q2 44), **Kingsville Q3: 862**(Q2 785), **Rockport Q3: 121** (Q2 171),

Sinton Q3 808 (Q2 908), **Mission Q3 2,617**.

- Services to Workforce Career Center Customers: Q3 April-June 2025.

New WIT Registrations: 2,692

Unique Customers Served: 7,591

Total Job Referrals Made: 14, 721

Total Services Received: 48,284

- Unemployment Insurance(UI) Assistance: Q3 April-June 2025.

RESEA Claimants Served- 253

Individuals Assisted with UI Claim Assistance- 309

Unique Claimants Assisted with Workforce Services- 1,156

3. Veterans Services:

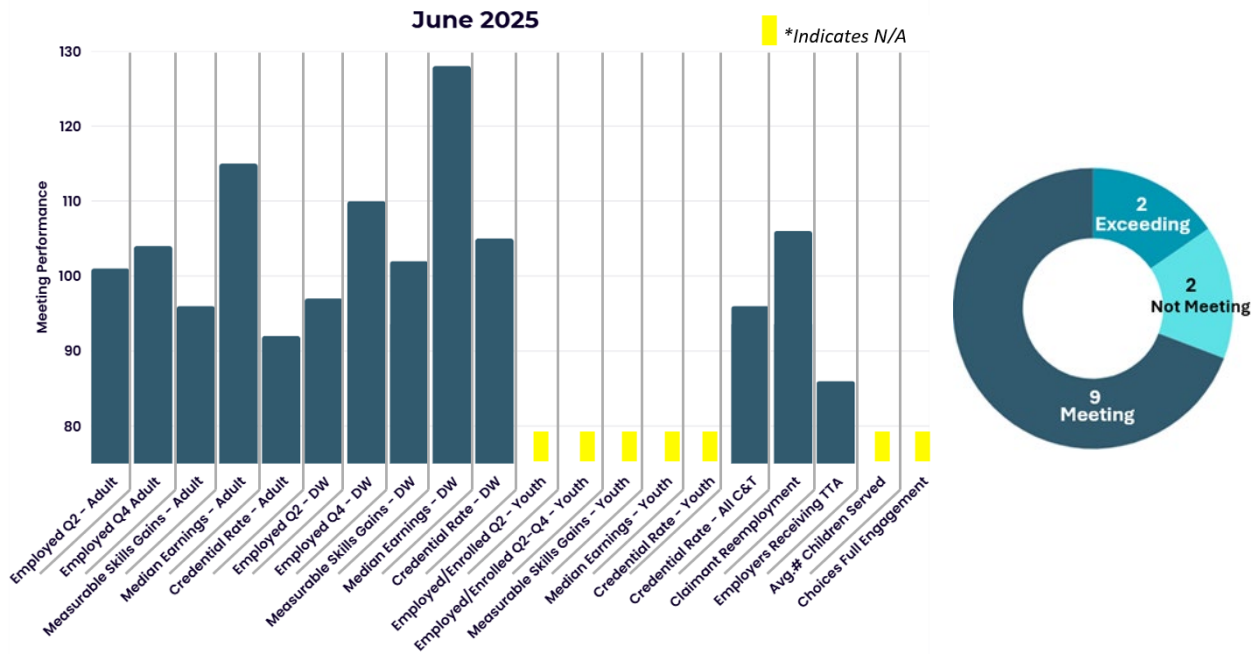
- Military to Civilian Grant- TWC Awarded Funds. Currently working on Statement of Work and program design. Target Implementation June 1, 2025. Currently Veterans, Military and Spouses being served via WIOA Funds.
- Hiring Red, White & You! November 12, 2025— SAVE THE DATE! Will be sent by Ms. Janet Neely to Board of Directors.

Aligns with Strategic Goals: 1) Establish and Strengthen Partnerships, 2) Effectively/Efficiently Target Rural Area Services, 5) Increase Workforce Awareness, and 6) Improve Internal Efficiencies

INFORMATION ONLY

IX – 4a. Performance Measure Update – Board Contract Year 2025-26

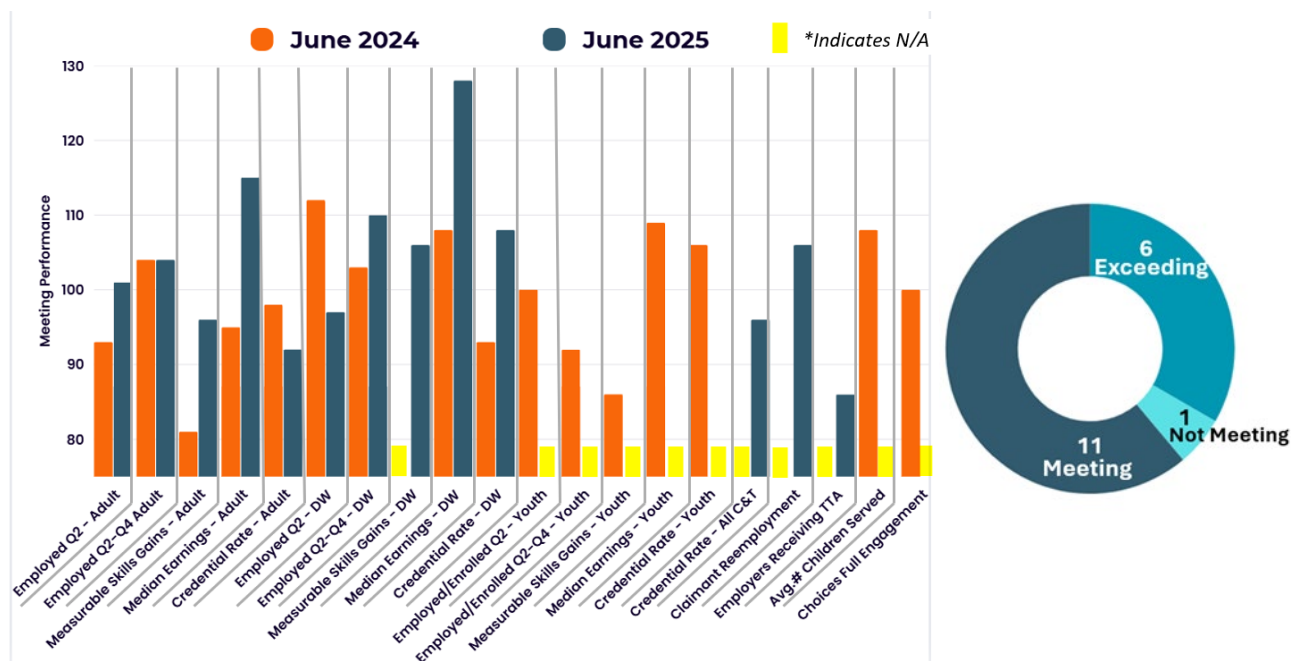
BACKGROUND INFORMATION



Workforce Solutions Coastal Bend received the **June 2025 Performance Measures Report**, covering 13 measures. The Board **exceeded performance in two areas—Median Earnings – Adult and Claimant Reemployment within 10 Weeks**—while **nine measures met standards**, including outcomes for Adult and Dislocated Worker employment, measurable skills gains, and credential rates.

Two measures, **Employed Q2 – Dislocated Worker** and **Employers Receiving Texas Talent Assistance**, fell below target; however, the **Employed Q2 – Dislocated Worker** measure was impacted by a coding error in the WorkinTexas Case Management System, which caused individuals to be incorrectly included in the denominator. This issue is being corrected, and the measure is expected to meet performance upcoming release.

In addition, **all Youth measures, Avg. # of Children Served Per Day**, and the **Choices Full Engagement Rate** remain under remediation as TWC updates reporting systems, and two measures, **Employed/Enrolled Q2 – All C&T** and **Employed/Enrolled Q2-Q4 – All C&T** were removed from the state's reporting requirements.



When compared to **June 2024 (orange line)**, last year reflected higher outcomes in several areas such as **Median Earnings – Dislocated Worker, Median Earnings – Youth, and Average Number of Children Served**. While the **June 2025 (blue line)** report shows fewer measures exceeding expectations, most continue to meet performance standards.

Overall, while PY 2023–2024 recorded **higher results** in several measures, PY 2024–2025 reflects stability with most measures meeting expectations. Targeted corrective action is underway, and several results are pending updates or remediation that will more accurately reflect Board performance in the upcoming releases. Despite these challenges, the overall trend suggests positive momentum toward meeting and exceeding performance goals in several areas for PY 2024–2025.

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
Exceeding – Meeting performance – Greater than 105%	Exceeding – Meeting performance – Greater than 110%
Meeting performance – Greater than 97.5% and Equal to or Less than 105%	Meeting performance – Greater than 95% and Equal to or Less than 110%
Meeting at Risk – Equal to or Greater than 95% and Equal to or Less than 97%	Meeting at Risk – Equal to or Greater than 90% and Equal to or Less than 95%
Not meeting performance – Less than 95%	Not meeting performance – Less than 90%

Explanation of Measures **in Negative Performance** for June 2025

Performance Measure	Current		Current Performance	EOY % Goal	% of Meeting EOY Goal
	Numerator	Denominator			
Employed Q2 – Post Exit – Dislocated Worker	59	87	67.82%	79.40%	85.42%
Employers Receiving Texas Talent Assistance	N/A	N/A	2,113	2,780	84.86%

Performance Updates

Transition to New Monthly Performance Reports System

TWC is currently transitioning into a new monthly performance reporting system on the **Tableau platform**, expected to be fully implemented by the end of **this summer**. This new system will enhance data visualization and accessibility for performance tracking.

MPR Reports – Estimated Time of Arrival (ETA)

- *August 2025 MPR Reports → **Expected release in mid-September.***

Performance Updates

- **Statewide System Upgrade:** The Texas Workforce Commission (TWC) has upgraded its reporting system for Career & Training programs. As a result, both current and historical data have been updated to align with this new system.
- **Youth Measures:** The methodology for all Youth performance measures is being reviewed and corrected to ensure data accuracy.
- **Choices Full Engagement Measure:** TWC is finalizing the visualization for this measure to ensure accuracy.
- **Childcare Initial Job Search Success Rate:** This measure is in beta release and is provided for informational purposes only.
- **Avg. Children Served Per Day:** Due to data issues related to the transition from TWIST to TX3C, performance for this measure has been suppressed.

Board Actions

Response to Performance Updates

The Board is actively responding to the recent performance updates by holding bi-weekly Performance Meetings with C2. These meetings are focused on closely monitoring all performance measures and ensuring that all available data is thoroughly reviewed so that no key information is overlooked.

In support of this effort, C2 has implemented its own projections tracking system, which is reviewed on a weekly basis. This tool allows for continuous performance monitoring and supports timely decision-making to maintain accuracy and alignment with state reporting standards.

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Performance Periods

Status Summary

(Number of Measures)

Exceeding Performance (EX): 2
Meeting Performance (MG, AR): 9
Not Meeting Performance (NM): 2

% Meeting/Exceeding
(EX, MG, AR): 84.62 %

Status Definitions:

EX: Exceeding Performance
MG: Meeting Performance
AR: Meeting Performance - At Risk*
NM: Not Meeting Performance
** In the bottom quarter of the Meeting Performance range.*

Board 22. Coastal Bend

WIOA Outcome Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Employed Q2 Post Exit - Adult (DOL)	MG	99.01%	76.60%	76.60%	75.84%	74.48%	78.50%	204	269	83.05%	78.91%	77.44%	75.84%	7/23	6/24	
Employed Q4 Post Exit - Adult (DOL)	MG	105.30%	74.70%	74.70%	78.66%	73.77%	73.19%	199	253	69.23%	76.80%	77.72%	78.66%	1/23	12/23	
Measurable Skills Gains - Adult (DOL)	MG	101.88%	69.70%	69.70%	71.01%	68.02%	66.47%	120	169	33.33%	61.76%	59.75%	71.01%	7/24	6/25	
Median Earnings Q2 Post Exit - Adult (DOL)	EX	116.99%	\$7,000.00	\$7,000.00	\$8,189.13	\$8,954.89	\$8,353.31	N/A	204	\$8,806.58	\$7,388.85	\$8,119.54	\$8,189.13	7/23	6/24	
Credential Rate - Adult (DOL)	AR	92.26%	71.10%	71.10%	65.60%	62.79%	62.64%	82	125	58.62%	63.49%	65.56%	65.60%	1/23	12/23	
Employed Q2 Post Exit - DW (DOL)	NM	85.42%	79.40%	79.40%	67.82%	82.35%	84.38%	59	87	87.50%	75.00%	77.14%	67.82%	7/23	6/24	
Employed Q4 Post Exit - DW (DOL)	MG	101.44%	78.50%	78.50%	79.63%	82.11%	77.91%	43	54	92.31%	83.33%	86.84%	79.63%	1/23	12/23	
Measurable Skills Gains - DW (DOL)	MG	106.67%	75.00%	75.00%	80.00%	74.47%	69.70%	28	35	42.86%	67.74%	74.29%	80.00%	7/24	6/25	
Median Earnings Q2 Post Exit - DW (DOL)	MG	105.13%	\$10,180.00	\$10,180.00	\$10,702.71	\$12,180.69	\$11,694.25	N/A	59	\$15,753.44	\$15,280.56	\$13,113.00	\$10,702.71	7/23	6/24	
Credential Rate - DW (DOL)	MG	96.16%	76.00%	76.00%	73.08%	82.86%	80.00%	19	26	83.33%	76.92%	82.35%	73.08%	1/23	12/23	
Employed/Enrolled Q2 Post Exit - Youth (DOL)	N/A	N/A	73.40%	73.40%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/23	6/24	4
Employed/Enrolled Q4 Post Exit - Youth (DOL)	N/A	N/A	75.00%	75.00%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1/23	12/23	4
Measurable Skills Gains - Youth (DOL)	N/A	N/A	64.30%	64.30%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/24	6/25	4
Median Earnings Q2 Post Exit - Youth (DOL)	N/A	N/A	\$3,900.00	\$3,900.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7/23	6/24	4
Credential Rate - Youth (DOL)	N/A	N/A	56.60%	56.60%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1/23	12/23	4
Credential Rate - All C&T	AR	96.93%	71.00%	71.00%	68.82%	68.78%	64.10%	128	186	68.89%	68.75%	69.70%	68.82%	1/23	12/23	

Program Participation Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Avg # Children Served Per Day - Combined	N/A	115.97%	3,312	3,312	3,841	3,745	3,403	748,994	195	3,802	3,920	3,841	-	10/24	6/25	3
Childcare Initial Job Search Success Rate	N/A	101.53%	64.09%	64.09%	65.07%	62.70%	57.85%	136	209	66.37%	68.42%	65.07%	-	6/24	2/25	6
Choices Full Engagement Rate - All Family Total	N/A	N/A	50.00%	50.00%	N/A	52.95%	56.85%	N/A	N/A	N/A	N/A	N/A	-	10/24	6/25	5

Notes

3. Due to data issues related to the transition from TWIST to TXC3, performance for this measure has been suppressed.
4. Methods for all Youth measures are being remediated to ensure accuracy.
5. I|3 is finalizing the visualization for this measure to ensure accuracy.
6. This measure is in beta release and provided for informational purposes only.

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Reemployment/Employer Engagement Measures	Status	% Cur Trgt	Cur Trgt	EOY Trgt	Cur Perf	1 Yr Prior	2 Yr Prior	Num	Den	Q1	Q2	Q3	Q4	From	To	Notes
Claimant Reemployment within 10 Weeks	EX	105.25%	60.00%	60.00%	63.15%	65.11%	65.13%	4,158	6,584	64.52%	63.44%	63.15%	-	7/24	3/25	
Employers Receiving Texas Talent Assistance	NM	84.86%	2,113	2,780	1,793	2,241	2,549	N/A	N/A	798	1,403	1,793	-	10/24	6/25	

Status Summary

(Number of Measures)

Exceeding Performance (EX): 2
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Not Meeting Performance (NM): 2

% Meeting/Exceeding
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Status Definitions:

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* In the bottom quarter of the Meeting Performance range.

Notes

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- 5. I|3 is finalizing the visualization for this measure to ensure accuracy.
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INFORMATION ONLY

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

BACKGROUND INFORMATION

Board Team Members and C2 Management will provide updates on Business Services for Q3: April-June 2025.

1. Activity Spotlight- Job Fairs and Hiring Events

Total Job Seekers- 135

Total Number of Employer Representatives- 29 Events included:

- Encore Energy (Beeville) – 9 positions filled.
- JM Davidson (Aransas Pass) – Talent pipeline built for Enbridge project.
- Summer Youth Job Fair at Elevate361 (Corpus Christi) – 6 employers, 32 youth job seekers.
- Lyte Fiber (Beeville/Kingsville) – 49 job seekers interviewed on site.

2. Employer and Partner Engagement

- Partnered with *DE Dietrich* to review Summer Youth Program participants, address staffing needs, and explore hiring events, on-the-job training, and recruitment strategies.
- Established a Worksite Agreement with *Pettus ISD* for TANF Youth participants; two positions filled by local students.
- Met with *Del Mar College/Center for Economic Development* to align services and explore opportunities related to regional economic shifts.
- Facilitated a direct hire outcome with *Dr. Raj Subnani* after initial work-based learning engagement.
- **Educator Externship** – BSU successfully coordinated the 2025 Educator Externship, 73 educators participated in a 5-day externship with regional employers, training providers, and community partners. Sharing industry experience with educators in the Coastal Bend is a critical component of WFSCB strategy to serve employers by helping generate enthusiasm and advocacy for their industries in our classrooms. This fast-paced and dynamic learning opportunity provided meaningful experiences to educators, and participating employers were thrilled to support this impactful, annual event.
- **Resource Roundtable Discussion** – BSU Deputy Director, April Mejia, participated in a strategic roundtable hosted by Lone Star Strategy Group with industry leaders from the trades and scaffolding sectors. Texas Workforce Commission Commissioner Joe Esparza was in attendance to discuss statewide workforce priorities and address sector-specific challenges. Topics included access to free training programs, funding opportunities for industry-recognized credentials, and strategies to expand the skilled trades talent pipeline in the Coastal Bend region.
- **Business Sector Employer Panel** – Organized and facilitated a panel discussion with local employers in the business sector to gather direct feedback on workforce needs, hiring challenges, and skill gaps. The

session also served as a professional development opportunity for Career Advisors and Customer Solutions Representatives, equipping them with up-to-date industry insights to better guide job seekers and promote career pathways in skilled trades.

- **Texas Workforce Commission Skills Training Toolbox** – Participated in a partner engagement meeting with TWC, Employer Engagement & Community Outreach Unit to review grant opportunities, including the Skills Development Fund and Lone Star Workforce of the Future. Discussions focused on aligning programs, increasing awareness, and enhancing collaboration to support regional training initiatives.
- **Ronald McDonald House Volunteering** – Members of the BSU Team volunteered by serving over 35 meals to families staying at the Ronald McDonald House, providing support and comfort during hospital stays. The experience was well-received, and the team expressed interest in participating in future volunteer opportunities.

Board Strategic Goals: Effectively/efficiently Target Rural Area Service, Increase Workforce Solutions Awareness, Establish and Strengthen Partnerships, Expand Innovative Services to Business, Improve internal Efficiencies.

INFORMATION ONLY

VIII – 4a. Local Labor Market Intelligence – Jobs & Employment Report – Q4

BACKGROUND INFORMATION

Jobs & Employment Report – Q4 Latest Release

Coastal Bend's Workforce and Economic Trends

In July 2025, the Coastal Bend region's unemployment rate inched up by 0.2 percentage points, moving from **4.4% to 4.6%**. Even with this modest rise, the local job market remains healthy, with **11,947 employment opportunities** available across a wide range of industries—demonstrating continued hiring activity and strong prospects for job seekers.

When compared to July 2024, the unemployment rate is still **0.4 percentage points lower**, down from 5.0% to 4.6%. This improvement over the year highlights steady workforce participation and increased career mobility throughout the region.

Leading industries such as **Education & Health Services, Retail Trade, and Financial Activities** continue to anchor the Coastal Bend economy, supporting both stability and long-term growth. **Workforce Solutions Coastal Bend** remains focused on strengthening economic opportunities through strategic partnerships and coordinated workforce development efforts.

LABOR FORCE TRENDS: REGIONAL INSIGHTS

Coastal Bend's civilian labor force grew to 266,712 in July 2025—an **increase of 539 individuals** compared to the previous year. Employment also rose by more than 3,738 workers year-over-year, illustrating the region's readiness for continued business expansion and workforce engagement.

Sectors Driving Growth

- **Construction** recorded a **7.6% growth rate** over the past year.
- **Financial Activities** experienced a **2.3% annual growth rate**.
- **Education and Health Services** grew by **1.3%**, contributing to the region's economic diversity and consistent job creation.

STATEWIDE AND NATIONAL TRENDS

Texas Labor Market Trends

- **Construction** recorded a **7.6%** growth rate over the past year.
- **Financial Activities** experienced a **2.3%** annual growth rate.
- **Education and Health Services** grew by **1.3%**, contributing to the region's economic diversity and consistent job creation.

The seasonally adjusted unemployment rate for Texas remained steady at 4.0%.

National Trends

- Nationally, the unemployment rate edged up by 0.1 percentage point, from 4.3% in July 2024 to **4.4%** in July 2025, reflecting broader market adjustments.
- July's job gains were concentrated in three main sectors: **Healthcare**, which added roughly 55,000 jobs; **Retail Trade**, which saw an increase of about 15,700 jobs; and **Financial Activities**, which expanded by approximately 15,000 jobs.

The Texas Labor Market Information Data for August is scheduled to be released on Friday, September 19, 2025, at 9:00 a.m.

CUSTOMIZED LABOR MARKET DATA REQUESTS

Q1: LMI Requests

1. County Overview, Community Indicators Report, Unemployment by Industry - County view (10.11.2024)
2. Governor's RFI Data - Project Labrador - Population, Demographics, Occupations/Wages (10.18.2024)
3. Broadband Industry/Occupations (10.18.2024)
4. Industrial Mechanics vs Process Technology Information (10.24.2024)
5. Top 10 Employers and Business Size Report (10.29.2024)
6. Construction and Extraction Helper - Occupations Jet Grant (11.08.2024)
7. Top 20 Highest Ranked Occupations - Corpus Christi MSA (11.18.2024)

Q2: LMI Requests

1. Industrial Occupations Report (1.08.2025)
2. Welders for Jet Grant (1.16.2025)
3. Medical Assistants for Jet Grant (1.16.2025)
4. Cybersecurity Occupational Wages (1.27.2024)
5. Bus Drivers and CDL Drivers - Talking Points for presentation (2.19.2025)
6. Jim Wells County - Past and Future Job Growth in Jim Wells County (2.25.2025)
7. Advanced Technology (3.6.2025)
8. Economy Overview for Jim Wells County (3.15.2025)
9. Economy Overview Coastal Bend & WIT Jobs (3.26.2025)
10. Aerospace & Aviation Industry and Occupational Reports (3.31.2025)

Q3: LMI Request

1. Economy Overview Report Coastal Bend (4.7.2025)
2. Water Utility Construction Industry and Occupational Report (4.9.2025)
3. Workforce Data Demo- in-person meeting (4.15.2025)
4. Targeted Industry Study - Occupational Report 2021-2025 (4.25.2025)
5. Trade, Transportation, and Utilities Industry, Occupational, and Wage Overview Report (5.12.2025)
6. Chemical Plant and System Operators Data Meeting (5.22.2025)
7. Industry/Occupational Data (5.23.2025)
8. Advanced Technology - Automation Industry/Occupational Wages (5.23.2025)
9. December 2024 Texas LMI Release - Workforce Insider Data for their Annual Report (6.27.2025)
10. Industrial and General Janitorial Occupational Wage Data (6.30.2025)

Q4: LMI Request 2024-2025

1. Ship Building & Repair Industry/Occupational Reports (7.03.2025)
2. Economy Overview Report for Aransas County/Coastal Bend WDA (7.07.2025)
3. Economy Overview Report for Coastal Bend and Corpus Christi MSA (7.10.2025)
4. Economy, Commuters, Occupational Data (7.29.2025)
5. Demographics, Education, and Workforce Characteristics Report (8.01.2025)
6. Salary and Benefit Comparison Report on Therapists Occupations (8.04.2025)
7. Advanced Technology Meeting - Machinery & Robotics/Mechatronics (8.13.2025)

Area	Area Type	Latest Monthly Data July 2025							Latest Monthly Data June 2025				Year Ago July 2024			
		Labor Force	Employment	Unemployment	Rate	M+-	Y+-		Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	171,646,000	163,799,000	7,847,000	4.6	0.2	0.1		171,343,000	163,883,000	7,460,000	4.4	169,723,000	162,038,000	7,685,000	4.5
Texas	State	15,829,465	15,157,405	672,060	4.2	0.1	-0.3		15,844,376	15,200,009	644,367	4.1	15,681,116	14,968,877	712,239	4.5
Corpus Christi	MSA	213,373	203,798	9,575	4.5	0.2	-0.3		212,696	203,480	9,216	4.3	210,540	200,349	10,191	4.8
Coastal Bend	WDA	266,712	254,468	12,244	4.6	0.2	-0.4		266,173	254,418	11,755	4.4	263,805	250,730	13,075	5.0
Aransas	County	10,226	9,727	499	4.9	0.1	-0.4		10,188	9,702	486	4.8	10,104	9,567	537	5.3
Bee	County	10,146	9,647	499	4.9	0.1	-0.1		10,195	9,702	493	4.8	10,089	9,583	506	5.0
Brooks	County	2,921	2,783	138	4.7	0.4	-0.2		2,912	2,786	126	4.3	2,980	2,834	146	4.9
Duval	County	3,966	3,766	200	5.0	0.3	-1.3		3,960	3,773	187	4.7	4,081	3,823	258	6.3
Jim Wells	County	15,649	14,805	844	5.4	0.2	-0.6		15,642	14,827	815	5.2	15,654	14,718	936	6.0
Kenedy	County	101	93	8	7.9	-2.4	-1.9		97	87	10	10.3	102	92	10	9.8
Kleberg	County	13,686	13,027	659	4.8	0.4	-0.2		13,817	13,214	603	4.4	13,497	12,826	671	5.0
Live Oak	County	4,013	3,823	190	4.7	0.2	-0.7		3,995	3,817	178	4.5	3,987	3,773	214	5.4
Nueces	County	170,629	163,238	7,391	4.3	0.1	-0.4		170,183	163,077	7,106	4.2	168,404	160,492	7,912	4.7
Refugio	County	2,857	2,726	131	4.6	0.2	-0.4		2,859	2,732	127	4.4	2,875	2,732	143	5.0
San Patricio	County	32,518	30,833	1,685	5.2	0.2	-0.2		32,325	30,701	1,624	5.0	32,032	30,290	1,742	5.4

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

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

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

Coastal Bend	All Occupations-	Average \$26.25/hr.	Entry level \$12.97/hr.	Experienced workers \$33.16/hr.	Top 10% \$33.07/hr.
Texas	All Occupations-	Average \$30.60/hr.	Entry level \$13.87/hr.	Experienced workers \$38.97/hr.	Top 10% \$36.26/hr.

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

Less than 9th grade	6.6%	12th grade & GED	40%	Associates degree	8.6%	Graduate or Professional	7.4%
9th thru 12th grade	8.8%	Some College	24%	Bachelor's degree	13.7%		

- Median earnings Corpus Christi by education for persons 25 years of age & up (Census AFF/ACS): **\$34,426** (\$50,076 male/\$32,837 female)

Less than High Sc	\$24,913	Some College or Associates	Graduate or Professional	\$70,843
High School & GE	\$31,762	Bachelor's	\$59,623	

Auxiliary aids and services are available upon request to individuals with disabilities.
Relay Texas: 1.800.735.2989 (TDD) and 1.800.735.2988 or 7-1-1 (Voice).

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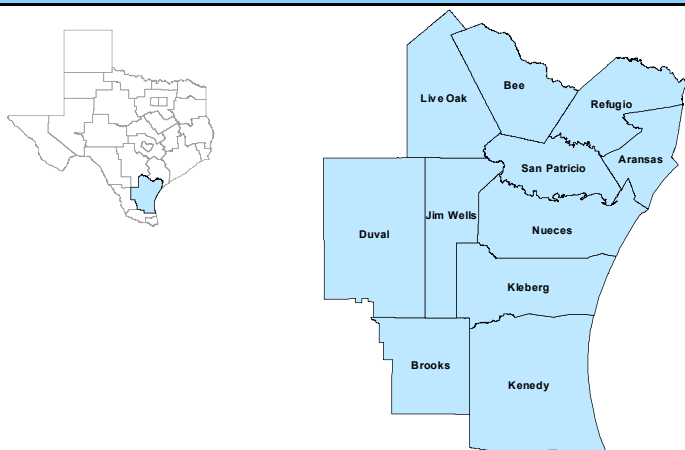
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Coastal Bend Workforce Development Area



July 2025

WDA Labor Force Statistics

	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	266,712	266,173	263,805	2,907
Employed	254,468	254,418	250,730	3,738
Unemployed	12,244	11,755	13,075	-831
Unemployment Rate	4.6%	4.4%	5.0%	-0.4%

Texas Labor Force Statistics

	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	15,829,465	15,844,376	15,681,116	148,349
Employed	15,157,405	15,200,009	14,968,877	188,528
Unemployed	672,060	644,367	712,239	-40,179
Unemployment Rate	4.2%	4.1%	4.5%	-0.3%

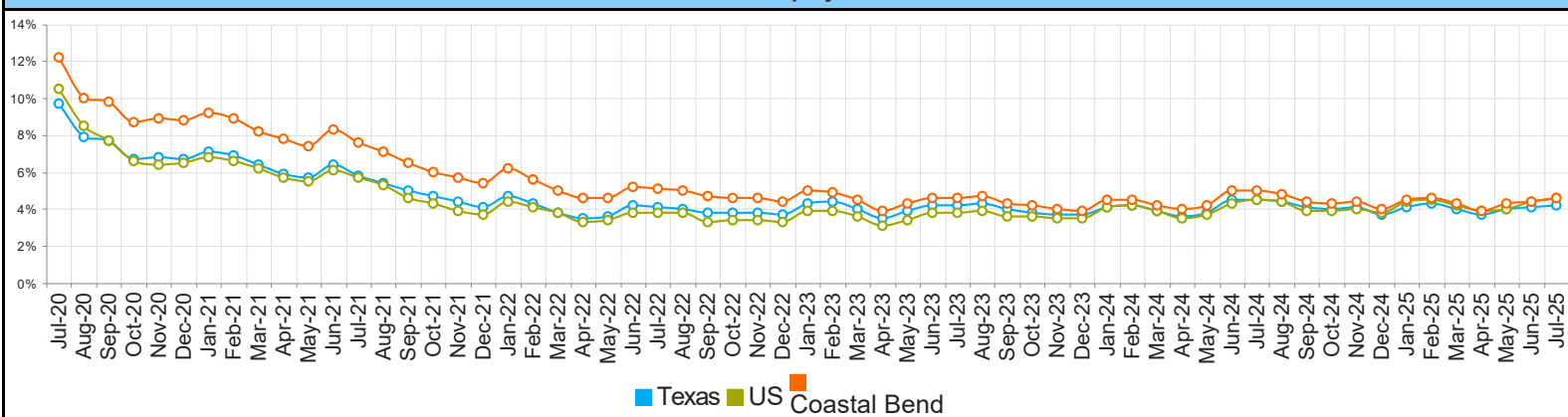
US Labor Force Statistics

	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	171,646,000	171,343,000	169,723,000	1,923,000
Employed	163,799,000	163,883,000	162,038,000	1,761,000
Unemployed	7,847,000	7,460,000	7,685,000	162,000
Unemployment Rate	4.6%	4.4%	4.5%	0.1%

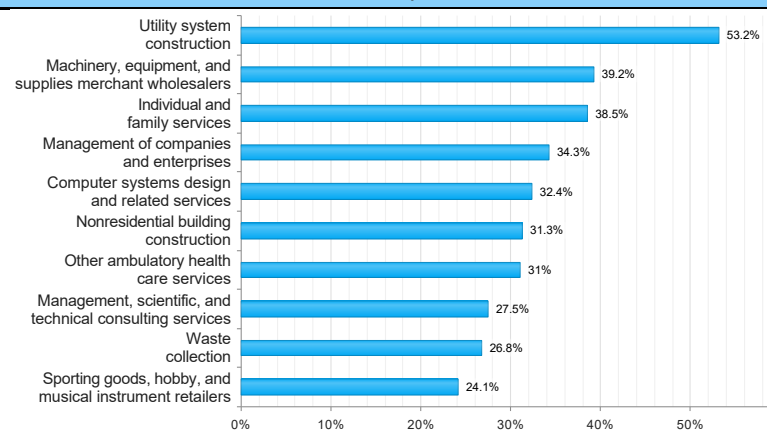
Continued Claims for the Week of the 12th

	Jul-25	Jun-25	Jul-24	Yearly Change
WDA	2,526	2,485	2,374	152
Texas	150,209	144,350	141,163	9,046

Historical Unemployment Rates



Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



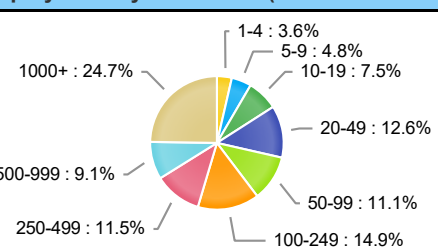
Average Weekly Wage (1st Quarter 2025)

	Q1 2025	Q4 2024	Q1 2024	Quarterly Change	Yearly Change
WDA	\$1,158	\$1,165	\$1,142	\$-7	\$16
Texas	\$1,587	\$1,488	\$1,539	\$99	\$48
US	N/A	\$1,507	\$1,526	N/A	N/A

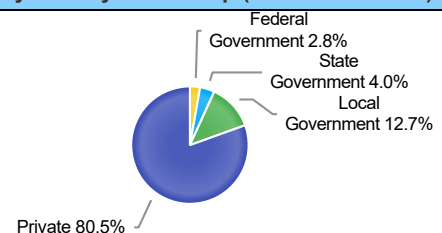
Employment by Industry (1st Quarter 2025, Percent Change)

Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	7,679	3.2%	-1.6%	-5.0%
Construction	25,405	10.7%	-1.3%	7.6%
Manufacturing	12,990	5.5%	-0.2%	-1.5%
Trade, Transportation and Utilities	42,243	17.7%	-2.2%	-1.5%
Information	1,611	0.7%	-1.5%	1.2%
Financial Activities	10,304	4.3%	-2.0%	2.3%
Professional and Business Services	19,515	8.2%	-4.6%	-5.3%
Education and Health Services	69,300	29.1%	-1.3%	1.3%
Leisure and Hospitality	31,669	13.3%	-1.1%	-0.1%
Other Services	5,810	2.4%	-1.8%	-2.9%
Public Administration	11,618	4.9%	-0.6%	1.0%

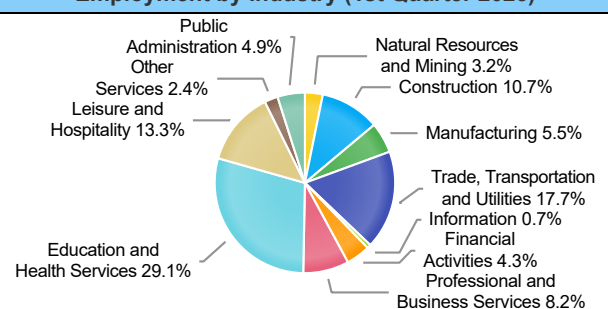
Employment by Size Class (1st Quarter 2025)



Employment by Ownership (1st Quarter 2025)



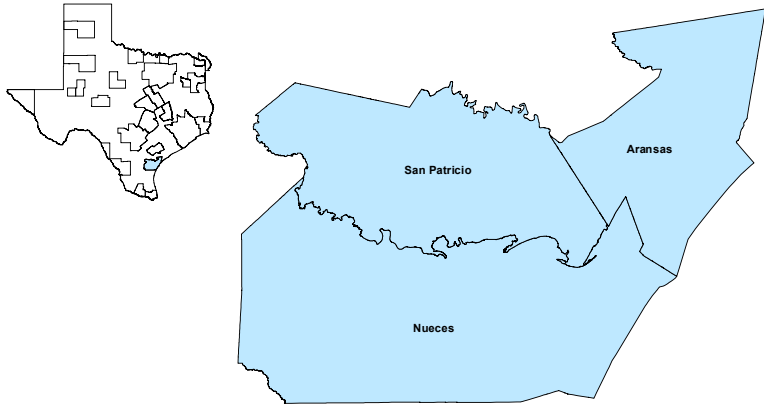
Employment by Industry (1st Quarter 2025)



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

Corpus Christi MSA

July 2025

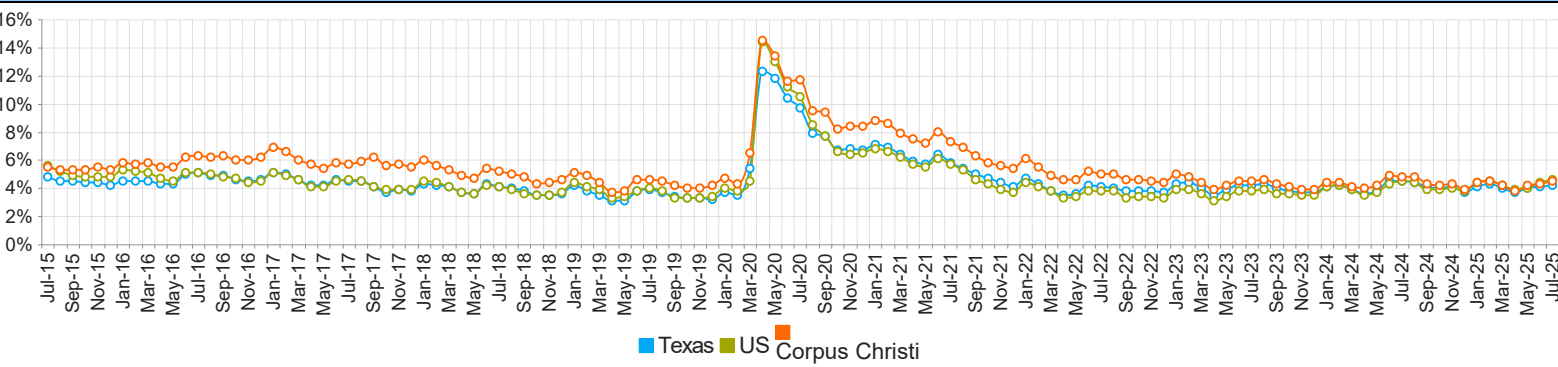


MSA Labor Force Statistics				
	Jul-25	Jun-25	Jul-24	Yearly Change
Civilian Labor Force	213,373	212,696	210,540	2,833
Employed	203,798	203,480	200,349	3,449
Unemployed	9,575	9,216	10,191	-616
Unemployment Rate	4.5%	4.3%	4.8%	-0.3%

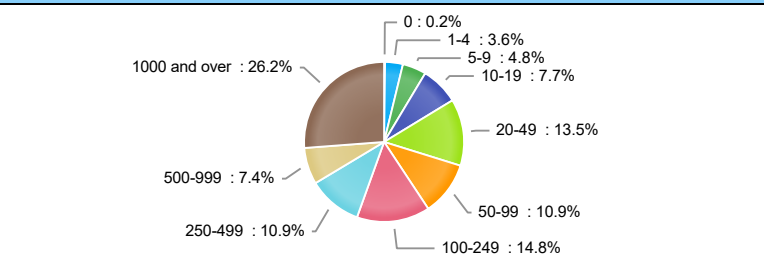
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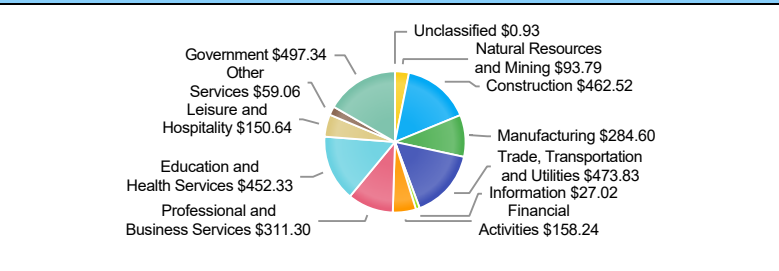
Historical Unemployment Rates



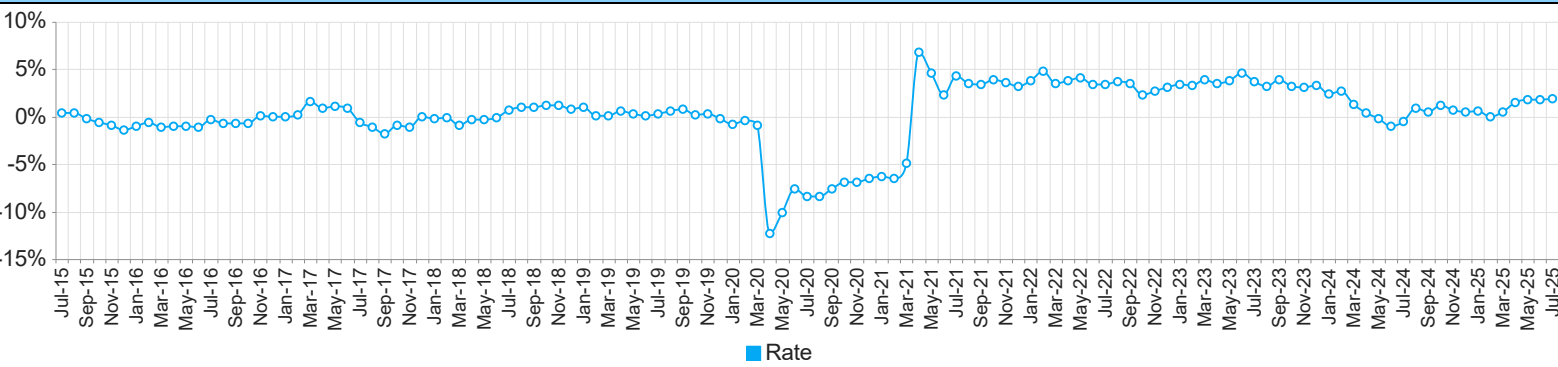
Employment by Size Class (1st Quarter 2025)



Wages by Industry (in millions) (1st Quarter 2025)



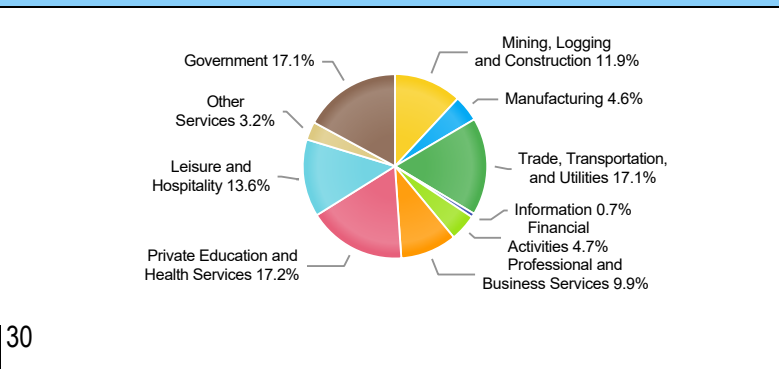
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (July 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	200,400	-0.2%	1.9%
Mining, Logging and Construction	23,900	0.0%	4.8%
Manufacturing	9,200	-1.1%	2.2%
Trade, Transportation, and Utilities	34,200	0.0%	0.9%
Information	1,400	0.0%	0.0%
Financial Activities	9,400	0.0%	-1.1%
Professional and Business Services	19,800	1.5%	4.8%
Private Education and Health Services	34,400	0.9%	3.6%
Leisure and Hospitality	27,300	-0.7%	-1.1%
Other Services	6,500	0.0%	-1.5%
Government	34,300	-2.3%	1.5%

Employment by Industry (July 2025)



INFORMATION ONLY

VIII – 5. Strategic Planning & Partnerships Update

BACKGROUND INFORMATION

Board Team Members will provide update on activities for Q3: April- June 2025.

1. Strategic Growth in Action

As part of our commitment to a unified approach in strengthening our mission, vision, partnerships and purpose, we have taken deliberate steps to deepen our understanding of both our internal operations and external ecosystem. This has included meaningful engagement with internal staff, contractors, community leaders, economic development organizations, chambers of commerce, and employers.

With a clear focus on aligning our services and activities to the Board's Strategic Goals, we initiated the development of a centralized data collection system that serves as a tool that enables us to collect, organize, and analyze data that informs decision-making and ensures our efforts are purpose-driven.

Recognizing the value of our power partners, we are building a comprehensive asset map to establish a foundational directory that allows us to identify, cultivate, and leverage community assets more effectively to better understand their capabilities and develop collaborative strategies to meet local workforce needs. With this active inventory, we are able to not only document our power partners but also connect our engagement efforts directly to strategic goals—transforming data into actionable insights that enhance performance and impact in real time. Building a strong collaborative partnerships foundation, we will further our cross-functional efforts that spans across our programs, funding and partners.

2. Innovation, Growth and Capacity Building

Through the development of our community assets inventory directory, we are not only cataloging our power partners, but we are also documenting our engagements with them to reflect on the impactful work with are doing with them and strategize on how we can further support each other, our constituents and our communities. This resource mapping maximizes the use of community resources to support both job seekers and employers more effectively and furthers the access to a wider range of resources and opportunities. Thereby improving economic opportunities and stability for individuals and families. With greater community engagement with our power partners, we create a shared sense of responsibility and commitment to workforce development.

3. Moving Forward

As we continue engaging with partners and systematically track those engagements, as well as associating each engagement with applicable Board Strategic Goals, we develop the ability to clearly identify which organizational goals are being met at a high level, and where we need to focus more attention. We can further see engagement data to understand when and how we last connected with partners, ensuring we are equipped to support their continued success. Ultimately, this our sustainable system (Power Partner Portal) allows us to evaluate and prioritize strategic efforts based on real-time insights.

4. Outcome

These initial months have been focused on laying the foundation for long-term strategic alignment and building a robust partner ecosystem to support our workforce development mission. With the establishment of a centralized database that serves as a one-stop headquarters as a partner directory and engagement tracking system, we will have the capability to develop a dashboard that will offer us opportunities to analyze where we've been, what we're doing, and what we're aiming for. In addition, we will be able to illustrate through graphics this strategic approach to elevate our work and deliver on the Board's vision with greater precision and purpose through a transparent, data-driven, and collaborative strategy with our partner engagement.

Board Strategic Goals

- Goal 1.1: Assess & Leverage Relationships and Identify Gaps
- Goal 1.2: Cultivate One-on-One Relationships
- Goal 1.3: Provide Seamless Information Pipeline
- Goal 1.4: Track Key Community Relationships
- Goal 1.5: Expand Organizational Relationships
- Goal 3.1: Gain Visibility for Workforce Activities
- Goal 3.2: Educate Key Workforce Audiences
- Goal 4.1: Provide High-Quality, Skills-based Training
- Goal 4.2: Identify Job Seekers Requiring Additional Services
- Goal 5.2: Leverage Existing Funding
- Goal 6.2: Demonstrate Exceptional Quality & Performance
- Goal 6.3: Ensure Efficient and Effective Use of Resources
- Goal 6.4: Strengthen Relationship with Appointed Board

INFORMATION ONLY

VIII – 6. Facilities & IT Update

BACKGROUND INFORMATION

Board Team Members will provide update on:

- Facilities: Mission Plaza & Mobile Unit
- IT: Mobile Unit

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.