Infrastructure Forum

Society of American Military Engineers

December 14, 2018
Service Area

The North Central Texas Workforce Development Area covers over 10,986 square miles and includes the fourteen counties of:

Collin  Denton
Ellis   Erath
Hood   Hunt
Johnson Kaufman
Navarro Palo Pinto
Parker Rockwall
Somervell Wise

These counties surround Dallas and Tarrant counties and most are either part of the Dallas Metropolitan Statistical Area (MSA) or the Fort Worth-Arlington MSA.

The DFW Metroplex is home to the headquarters of 22 Fortune 500 companies and over 174,700 business establishments.
Vision

The recognized leader in building tomorrow’s workforce

Values

- Respect
- Integrity
- Collaboration
- Excellence

Mission

To advance business-driven talent development strategies that promote economic growth, opportunity and a quality workforce.
Who We Are Not

We are not the Texas Workforce Commission.
We are not the North Central Texas Workforce Commission.
We are not the North Texas Department of Labor.
We are not the Unemployment Office.
Fiscal and Administrative Agent

Since 1996, Workforce Solutions for North Central Texas has partnered with the *North Central Texas Council of Governments*, who serves as our fiscal and administrative entity and is responsible for program implementation for the Board.

As grant recipient and fiscal agent, the North Central Texas Council of Governments is responsible for managing an annual workforce development budget of more than $60 million.
28 Workforce Development Board Areas Serve Texas

1. Panhandle
2. South Plains
3. North Texas
4. North Central
5. Tarrant County
6. Dallas
7. North East
8. East Texas
9. West Central
10. Upper Rio Grande
11. Permian Basin
12. Concho Valley
13. Heart of Texas
14. Capital Area
15. Rural Capital
16. Brazos Valley
17. Deep East Texas
18. South East Texas
19. Golden Crescent
20. Alamo
21. South Texas
22. Coastal Bend
23. Lower Rio Grande Valley
24. Cameron County
25. Texoma
26. Central Texas
27. Middle Rio Grande
28. Gulf Coast

Workforce related services are administered independently by each local board. The array and delivery of these services may differ across the WDAs.
The Texas Workforce Commission (TWC) receives Federal and other funding. In FY2018, approximately $852 million was allocated to the 28 Workforce Development Boards.

WIOA Funded Services
- TANF/Choices
- Employment Services
- Services to Employers
- Child Care Services
- Supplemental Nutrition Assistance
- Employment & Training

Federal and ‘other’ funds contributed to TWC FY2018 Budget to support the Texas Workforce System.

Using allocation formulas, the TWC block granted $852 million to 28 local workforce development boards.

Each board is tasked to administer TWC services to its respective workforce development area.

Services are provided by several private and public organizations, contracted and monitored by each local board.

Source: TWC Summary of FY2018/PY2017 Allocations
How Do We Compare?

North Central is one of seven large boards in the state.

Of our total allocation, approximately $37.9 million is marked for Child Care Services.

<table>
<thead>
<tr>
<th>Board Area</th>
<th>Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gulf Coast (Houston)</td>
<td>$206 million</td>
</tr>
<tr>
<td>Dallas</td>
<td>$89.6 million</td>
</tr>
<tr>
<td>Alamo (San Antonio)</td>
<td>$67.7 million</td>
</tr>
<tr>
<td>North Central</td>
<td>$58.5 million</td>
</tr>
<tr>
<td>Tarrant</td>
<td>$56.4 million</td>
</tr>
<tr>
<td>Lower Rio (Hidalgo)</td>
<td>$45.4 million</td>
</tr>
<tr>
<td>Upper Rio (El Paso)</td>
<td>$33.6 million</td>
</tr>
</tbody>
</table>

Source: TWC FY2018 Allocation/Funding Distribution Comparison by LWDA and Funding Source
Contractual Structure for WSNCT

- Federal Programs
- NCTWDB
  - NCTCOG Board Staff
  - Service Delivery Contractor

- TWC

- CEO’s

- Distinct Program Rules
- Original enabling legislation

- Contract for delivery of all services and policy guidance
- Partnership Agreement

- Board Bylaws
  - Board Governance
  - UI MOU with TWC

- Single contract for delivery of all services; policy guidance
- Contracts for specific programs; policy guidance; monitoring
Our Contracted Service Provider

ResCare Workforce Services
## WIOA Functional Responsibilities

<table>
<thead>
<tr>
<th>Local Plan</th>
<th>Accessibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research and Labor Market Information</td>
<td>Career Pathways Development</td>
</tr>
<tr>
<td>Convening, Brokering, Leveraging</td>
<td>Technology</td>
</tr>
<tr>
<td>Identify Promising Practices</td>
<td>Selection of Operators and Providers</td>
</tr>
<tr>
<td>Coordination with Education</td>
<td>Negotiation of Performance and Accountability</td>
</tr>
<tr>
<td>Employer Engagement</td>
<td>Finance and Administration</td>
</tr>
<tr>
<td>Program Oversight</td>
<td></td>
</tr>
</tbody>
</table>
# Laws Governing Local Workforce Boards

<table>
<thead>
<tr>
<th><strong>The Workforce Innovation and Opportunity Act of 2014</strong></th>
<th><strong>Code of Federal Regulations - Title 20 Chapter V Employee’s Benefits</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Wagner-Peyser Act</strong></td>
<td><strong>Jobs for Veteran’s Act of 2002 (Public Law 107-288)</strong></td>
</tr>
<tr>
<td><strong>Federal Unemployment Tax Act (FUTA)</strong></td>
<td><strong>Texas Administrative Code, Title 40 Part 20</strong></td>
</tr>
<tr>
<td><strong>Code of Federal Regulations - Title 29 Labor</strong></td>
<td></td>
</tr>
</tbody>
</table>
Award Winning Service to Business

- Personal attention
- Recruiting assistance/placement
- Work In Texas - Internet-based job posting and matching system
- Recruiting and Job fairs – on location or in one of our workforce centers
- Customized Training
- Current Labor Market and Demographic Data
- Retention strategies
- Outplacement services for companies who are restructuring, downsizing, or closing operations

Our ultimate goal is to provide employers with qualified candidates!
Core Services to Workers

- Orientation to available information and services
- Initial assessment of skill level, aptitude, abilities and needs
- Career coaching and placement assistance
- Job search workshops and seminars
- Resource room – access to telephone, fax, copier, resource library, computer, internet, and resume assistance

- Information and referral to community based and supportive services such as child care, tax credits and transportation
- Assistance with filing Unemployment Insurance Claims
- Follow-up services
- Employment and Labor Market information
- Work In Texas
Intensive Services

**Child Care Services** – Subsidizes child care services for eligible, low-income families

**Workforce Innovation and Opportunity Act** – Provides market-driven employment, training, adult education and vocational programs for adults, dislocated workers and youth.

**Trade Adjustment Assistance** – Provides reemployment services and temporary financial assistance to individuals due to foreign trade.

**Choices** – Provides employment related services to transition recipients of public assistance to work and self-sufficiency and assists parents to become self-sufficient and make consistent child support payments.

**Supplemental Nutrition Assistance Program Employment and Training** – Prepares SNAP recipients for employment through work-related education and training programs.
Mobile Workforce Unit
Developing Our Future Workforce Begins with Quality Child Care

Professional development for providers:

- Weekend early childhood education classes on various topics.
- Early Childhood Management Institute (ECMI), leading to a state recognized Child Care Administrator Credential.
- Child Development Associate (CDA) classes, leading to nationally recognized CDA credential, early childhood professionals complete 120 hours of CDA coursework.

Professional development scholarships for local, state and national Early Childhood Conferences.
Who Receives Subsidized Child Care

- Parents who are employed.
- Parents who are participating in workforce training or education leading to employment.
- Parents are responsible for partial payment of child care.
- Payments are made directly to the provider.
Who May Provide Child Care

Eligible families may choose from providers that meet local and state requirements including:

- Licensed child care centers
- Licensed or registered child care homes
- Relatives (family members)
Authority and Funding

Funded through the federal Child Care and Development Fund (CCDF), overseen by the U.S. Department of Health and Human Services’ Office of Child Care.

The Texas Workforce Commission (TWC) is the pass through entity for CCDF grants in Texas.

Workforce Development Boards administer child care services through the Workforce Solutions offices.

CCDF is authorized by the Child Care and Development Block Grant Act and Section 418 of the Social Security Act
Why Child Care is a Workforce and Self-Sufficiency Issue

<table>
<thead>
<tr>
<th>Parents receiving both TANF and subsidized child care:</th>
<th>WDA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Found employment</td>
<td>81%</td>
</tr>
<tr>
<td>Maintained employment for one year</td>
<td>89%</td>
</tr>
<tr>
<td>Did not receive TANF within 12 months of exiting child care</td>
<td>83%</td>
</tr>
</tbody>
</table>

| All parents receiving subsidized child care:           |
|-------------------------------------------------------|-----|
| Average quarterly wage gain                           | 5%  |
| Average quarterly wage gain within one year           | 8%  |

Of the 4,874 parents receiving subsidized child care services in September 2017, 174 (3.6%) received TANF benefits.
Texas Rising Star Program

The Texas Rising Star (TRS) program is a voluntary, quality-based child care rating system.

TRS Certification is available to Licensed Child Care Centers and Licensed and Registered Child Care Home providers who meet the certification criteria.

North Central Texas currently has 55 TRS providers.
FY2017 By The Numbers

- **82,347** Job Seekers Served
- **1,744** Individuals Served by the Mobile Workforce Unit
- **7,165** Children Served Per Day (On Average)
- **3.8%** Unemployment Rate
- **452** Individuals Trained
- **719** Young Adults Served
- **$2.3 MM** Skills Development Funds
- **8,846** Employers Received Workforce Assistance
Community Investments

Hiring Red, White & You! Job Fair in Allen & Midlothian, TX

iWork Youth Career Exploration Event in White Settlement, TX

Summer Earn and Learn Program for students with disabilities

Early Childhood Conference in Hurst, TX
Special Recognitions

Achievement of Excellence in Procurement

Texas Workforce Commission Foster Youth Performance Incentive Award

2017 & 2018

Exemplary Performance Child Care Quality 2018

Integration of Vocational Rehabilitation Services and staff into our

Workforce Centers
Tri-Agency Report to Governor Abbott

Prosperity Requires Being Bold: Integrating Education and the Workforce for a Bright Texas Future

The Tri-Agency Report to the Office of the Governor from the

Texas Education Agency
Texas Higher Education Coordinating Board
Texas Workforce Commission

November 2016
Tri-Agency Report
Overarching Goals

To address the governor’s charges and reap benefits for all Texans, the commissioners developed the following four prime recommendations to ensure the future economic competitiveness of Texas:

- Identify statewide initiatives for the next generation that will make Texas the clear leader in targeted fields and position the state for economic pre-eminence.

- Strengthen prekindergarten through high school academic instruction to establish students’ foundational skills in math, science, language arts, and social studies so that students graduate high school career or college ready and are prepared for lifetime learning.

- Build a proactive, ongoing partnership among the TEA, THECB, TWC, and other stakeholders to align the educational goals of Texas with the state’s higher education plan of 60x30TX, which aims for 60 percent of 25- to 34-year-olds to hold either a certificate or degree by 2030, with the goal of growing the state’s workforce, industry, and the economy.

- Identify services for Texas veterans and advance strategies to enhance their education and employment opportunities, while developing solutions to ensure a seamless and accelerated transition back into the Texas workforce.
Workforce Trends
### Engineering Occupations

#### Jobs Change 2010-2020

<table>
<thead>
<tr>
<th>Engineer Occupations</th>
<th>DFW Metroplex</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace Engineers</td>
<td>(659)</td>
<td>(10,879)</td>
</tr>
<tr>
<td>Agricultural Engineers</td>
<td>(14)</td>
<td>(911)</td>
</tr>
<tr>
<td>Biomedical Engineers</td>
<td>59</td>
<td>5,921</td>
</tr>
<tr>
<td>Chemical Engineers</td>
<td>144</td>
<td>7,101</td>
</tr>
<tr>
<td>Civil Engineers</td>
<td>1,434</td>
<td>61,678</td>
</tr>
<tr>
<td>Computer Hardware Engineers</td>
<td>0</td>
<td>411</td>
</tr>
<tr>
<td>Electrical Engineers</td>
<td>1,144</td>
<td>42,380</td>
</tr>
<tr>
<td>Electronics Engineers, Except Computer</td>
<td>452</td>
<td>3,195</td>
</tr>
<tr>
<td>Environmental Engineers</td>
<td>70</td>
<td>4,600</td>
</tr>
<tr>
<td>Health and Safety Engineers, Except Mining Safety Engineers</td>
<td>197</td>
<td>4,402</td>
</tr>
<tr>
<td>Inspectors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Industrial Engineers</td>
<td>1,977</td>
<td>78,445</td>
</tr>
<tr>
<td>Materials Engineers</td>
<td>57</td>
<td>6,389</td>
</tr>
<tr>
<td>Mechanical Engineers</td>
<td>1,355</td>
<td>76,589</td>
</tr>
<tr>
<td>Mining and Geological Engineers, Including Mining Safety</td>
<td>13</td>
<td>335</td>
</tr>
<tr>
<td>Engineers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nuclear Engineers</td>
<td>(82)</td>
<td>(3,476)</td>
</tr>
<tr>
<td>Petroleum Engineers</td>
<td>326</td>
<td>5,367</td>
</tr>
<tr>
<td>Engineers, All Other</td>
<td>(324)</td>
<td>1,750</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6,152</td>
<td>283,298</td>
</tr>
</tbody>
</table>
Engineering Occupations
Jobs % Change 2010-2020

[Bar chart showing jobs percentage change for various engineering occupations compared to DFW and US from 2010 to 2020.]
## Engineering Technician Occupations

### Jobs % Change 2010-2020

<table>
<thead>
<tr>
<th>Engineering Technician Occupations</th>
<th>DFW Metroplex</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerospace and Operations</td>
<td>101</td>
<td>4,118</td>
</tr>
<tr>
<td>Civil</td>
<td>71</td>
<td>(3,738)</td>
</tr>
<tr>
<td>Electrical and Electronics</td>
<td>(444)</td>
<td>(18,690)</td>
</tr>
<tr>
<td>Electro-Mechanical</td>
<td>(116)</td>
<td>(3,222)</td>
</tr>
<tr>
<td>Environmental</td>
<td>(18)</td>
<td>78</td>
</tr>
<tr>
<td>Industrial</td>
<td>28</td>
<td>5,574</td>
</tr>
<tr>
<td>Mechanical</td>
<td>33</td>
<td>1,593</td>
</tr>
<tr>
<td>All Other, Except Drafters</td>
<td>196</td>
<td>11,420</td>
</tr>
<tr>
<td>Surveying and Mapping Technicians</td>
<td>211</td>
<td>(756)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>61</strong></td>
<td><strong>(3,623)</strong></td>
</tr>
</tbody>
</table>
Engineering Technician Occupations
Jobs Change 2010-2020

Aerospace and Operations
Civil
Electrical and Electronics
Electro-Mechanical
Environmental
Industrial
Mechanical
All Other, Except Drafters
Engineers v. Engineering Technicians in DFW and the US Jobs % Change 2010-2020

*Engineering Technicians for Electrical and Electronics are classified as one occupation.*
Unique US Job Postings Posted October 2018 for Engineering Occupations Falling Within “All Other”

- Robotics: 706
- Validation: 1693
- Energy: 1820
- Automation (Mechatronics): 4309
- Manufacturing: 13736

US Unique Job Postings October 2018
In-Demand Careers Aligned with Engineering Roles

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<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2010 - 2020 % Job Change</td>
<td>DFW</td>
<td>29%</td>
<td>36%</td>
<td>29%</td>
<td>17%</td>
</tr>
<tr>
<td></td>
<td>US</td>
<td>29%</td>
<td>24%</td>
<td>16%</td>
<td>19%</td>
</tr>
<tr>
<td>2010 - 2020 Job Change</td>
<td>DFW</td>
<td>1,330</td>
<td>670</td>
<td>7,880</td>
<td>425</td>
</tr>
<tr>
<td></td>
<td>US</td>
<td>85,045</td>
<td>17,582</td>
<td>217,724</td>
<td>24,421</td>
</tr>
</tbody>
</table>
Questions?

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