Texas Workforce Commission

ANNUAL REPORT 2016

Texas Workforce Commission

Mission Statement

To promote and support a workforce system
that creates value and offers
employers, individuals, and communities
the opportunity to achieve and sustain
economic prosperity.

TEXAS
WORKFORCE SOLUTIONS

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Andres Alcantar
TWC Chairman and Commissioner Representing the Public

Ruth R. Hughs
TWC Commissioner Representing Employers

Julian Alvarez
TWC Commissioner Representing Labor

A Message From Our Commissioners

State Fiscal Year 2016 (FY 2016), marked 20 years since the creation of the Texas Workforce Commission (TWC). In 1996, 28 employment-related workforce, training and education programs from 10 agencies consolidated to form TWC. During the agency's two-decade history, additional programs and agencies have been transferred to form one of the most comprehensive and integrated employment service agencies found in the U.S. In FY 2016, two more programs joined TWC. The Purchasing from People with Disabilities and the Jobs and Education for Texans programs, formerly administrated by the Texas Comptroller's office, became part of TWC in September of 2015. TWC also successfully transferred vocational rehabilitation; Business Enterprise of Texas and Independent Living for Older Individuals Who are Blind programs from the former Department of Assistive and Rehabilitative Services on September 1, 2016, with no disruption of services resulting from the transition.

Together with our 28 Workforce Solutions board partners across the state, TWC delivers a diverse and broad array of workforce services and has set the standard for locally controlled, market-driven workforce service delivery.

Throughout FY 2016, the Texas economy continued to grow with the addition of nearly 170,000 seasonally adjusted nonagricultural jobs between September 2015 and August 2016. This economic growth is a testament to the diversity of our employers and the skills and readiness of our workforce. Texas continues to garner recognition as a top state for business. Chief Executive Magazine voted Texas the best state in the country to do business for the 12th consecutive year and Forbes magazine listed Texas as the best state to make a living. The partnerships and collaborations that our Workforce Solutions board partners form in their communities create opportunities, engage employers and shape the state's workforce which now exceeds 13.3 million civilians.

To continue this momentum, however, Texas must ensure that its workforce and education strategies align to equip Texans with the skills, education and training needed for the jobs of today and tomorrow. In March, Governor Greg Abbott established a Tri-Agency Workforce Initiative and charged the three agencies responsible for this alignment – TWC, the Texas Education Agency (TEA) and the Texas Higher Education Coordinating Board (THECB) – with assessing local economic activity, examining workforce challenges and opportunities and considering innovative approaches to meet the state's workforce goals. With input gathered from eight stakeholder meetings held throughout the state, commissioners from all three agencies developed a Tri-Agency Report to the Governor that put forth recommendations to help Texas achieve preeminence in the global economy. A broad array of important initiatives will result from that report and we look forward to reporting on the success of those efforts in next year's report. We have already begun work with TEA and THECB to meet the state's goal of 60x30TX.

TWC took many steps to promote early childhood learning through quality child care and pre-kindergarten initiatives in FY 2016. In September, TWC established new standards of quality for our Texas Rising Star child care provider certification program to enhance quality child care for children and families. Our local boards made key targeted investments in early learning to support regional priorities. We collaborated with TEA for Prekindergarten Partnership Grants to allow child care providers to partner with local school districts and charter schools to provide early learning opportunities for three- and four-year-olds. This summer, TWC and TEA partnered with the Office of the Governor to hold the first-ever Texas Early Childhood Learning Summits.

The highly successful, two-day training events were held in Houston and Dallas and more than 900 child care and early childhood education professionals from across the state attended and received professional development training.

TWC continued to expand efforts to raise career awareness of our middle and high school students through support for career fairs and other events and activities and through the funding of dual credit programs across the state. We made upgrades to our online career resources during the year that were rolled out in early FY 2017.

During the year, we were able to reach out and listen to our constituents and stakeholders as well as promote grant opportunities with our agency. We held public strategic planning meetings, tri-agency meetings with our partners at TEA and THECB, child care meetings, DARS stakeholder meetings, and meetings regarding veterans' transition services to help us better understand the needs of all of those we serve.

Texas values our transitioning military members, and we want to make sure our men and women in uniform are aware of the high-wage, high-demand opportunities in our communities throughout the state. We worked in partnership with our Workforce Solutions board partners and military installations to ensure successful transition into the civilian workforce. In FY 2016, we expanded the College Credit for Heroes program by adding new partner schools and accelerated degree programs to help veterans quickly transition to civilian careers. In November of 2016, we held our fifth annual Hiring Red, White & You! veterans hiring fair at 30 venues across the state. Among the initiatives born of the Tri-Agency Report to the Governor, we began working on two new veteran programs, Texas Operation Welcome Home and Military Family Support.

These programs will launch in FY 2017 to assist recently separated service members and their spouses who are experiencing challenges in finding employment or completing their degree programs and help them prepare for in-demand career opportunities.

Employers, large and small, drive the Texas economy and TWC and its Workforce Solutions board partner engaged with employers all across the state to gather input and develop workforce training programs. During the year, more than 89,000 employers received customized services from business service units of local workforce development boards. We continued to provide customized services through our Skills Development Fund grants.

Texas workers are worldclass. In FY 2016, TWC and its Workforce Solutions board partners provided employment services to more than 830,000 job seekers and facilitated the training of more than 42,000 individuals statewide. TWC supports Apprenticeship programs and in FY 2016, saw a significant increase in the number of participants with more than 7,000 individuals participating in Apprenticeship training. We also expanded integrated education and training models for adult learners.

TWC also supports individuals who need assistance after losing employment through no fault of their own through the Unemployment Benefit program and reemployment services. During FY 2016, four separate disasters were declared due to severe storms and 102 individuals who lost their jobs or self-employment as a result were provided with Disaster Unemployment Benefits. In addition, we continued to aggressively monitor the employer-funded Unemployment Insurance Trust Fund to ensure that the benefits were preserved for those who were rightfully due its benefits. TWC has ongoing efforts to enhance our systems and processes that detect fraud, waste and abuse, and in 2016, our cross-divisional Improve Fraud Discovery Team was awarded the Best Data Analytics/Business Intelligence Project award from the Center for Digital Government.

These achievements, along with many others are detailed throughout this FY 2016 report. They represent the hard work of the many men and women who now make up the Texas Workforce Commission and all of our Workforce Solutions partners. We are proud of all that we have accomplished this year. With the support and guidance of the Governor and the Legislature, we will continue to provide superior workforce services and resources for the people and employers of Texas.

TWC Chairman and Commissioner
Representing the Public

TWC Commissioner
Representing Employers

TWC Commissioner
Representing Labor

Serving Businesses and Employers

Texas Workforce Solutions comprises the Texas Workforce Commission (TWC), 28 local workforce development boards and our service-providing partners located across the state. The network's primary goal is to respond to the needs of Texas employers and workers by providing market-driven workforce development initiatives and services tailored to local communities. All employers, workers and job seekers are eligible to take advantage of these services. Here are some of the programs, services and resources TWC offered in fiscal year (FY) 2016.

SPOTLIGHT

Outreach to Food Processing and Manufacturing Industry Leads to Workforce Training

Workforce Solutions South Plains (South Plains) collaborated with regional workforce and economic organizations, including the Lubbock Economic Development Alliance, South Plains College, Texas Manufacturing Assistance Center (TMAC) of West Texas and the Community Workforce Partnership, as well as state, national and union collaborators to conduct significant outreach to the local food processing and manufacturing industry. The goals of these outreach efforts were to increase workforce skills to build the talent pipeline, promote career advancement and alleviate skills gaps to increase productivity. To accomplish these goals, a five-employer training initiative was formed to upgrade the skill set of the local food industry workforce. Since 2013, partners have facilitated training in the areas of product quality, food safety, lean manufacturing, equipment maintenance, and occupational health and safety. Workers' skills have been upgraded through short-term classes and hands-on training. Through a TWC grant awarded to initiative partner Community Workforce Partnership, nearly 50 local food manufacturing employees have received training. South Plains was recognized with the 2016 Industry Sector Outreach award for this initiative.

Business Services

Business service units from local workforce development boards collaborate with local economic development organizations and area businesses to deliver customized services for employers in their area. Services include development and enhancement of workforce training programs, assistance with applicant screening and referrals, job fair hosting and analysis of labor market information. In FY 2016, 89,135 employers received these and other outreach services.

SPOTLIGHT

Business Development Model Increases Collaboration

Workforce Solutions for North Central Texas (North Central Texas) created a multi-tiered Business Development department to increase collaborations with area businesses, educational and training organizations, and other economic development partners. The department's staff members coordinate business development outreach, ensure training and development, and work with key Workforce Solutions staff members to engage with and support partners. In this model, business development liaisons with the department function as the sales force, while Workforce Solutions office staff members function as the service being marketed and sold. Partnerships leveraged with Collin College, Weatherford College, North Central Texas College, Hill College and Texas State Technical College in Red Oak, along with area businesses and other economic development partners, will be instrumental in securing training opportunities to prepare the workforce to meet local business needs. North Central Texas was recognized with the 2016 Service to Business award for this initiative.

Vocational Rehabilitation Business Relations

In FY 2016, TWC laid the groundwork for the transfer of vocational rehabilitation services from the former Texas Department of Assistive and Rehabilitative Services (DARS) to the agency on September 1, 2016, under the new program name Texas Workforce Solutions–Vocational Rehabilitation Services (TWS-VRS). Business Relations staff with TWS-VRS help employers fill open positions with qualified job seekers with disabilities, provide training and accommodation assistance, and assess the workplace, job descriptions, and recruitment and application processes to remove barriers. Business Relations staff can also provide disability awareness training to businesses and their employees and assist with business symposia and expos, as well as job and career fairs. Learn more by visiting **texasworkforce.org/businesses/vocational-rehabilitation-business-relations**.

Skills Development Fund Training

Celebrating 20 years of success, the Skills Development Fund grant program has provided training opportunities in partnership with at least 4,238 employers to upgrade or support the creation of more than 342,428 jobs throughout Texas since the program's inception in 1996. This program supports customized job skills training for incumbent and new employees in collaboration with Texas public community and technical colleges and local employers. Training provided advances the skills of existing workers and creates new job opportunities. TWC works closely with employers and training providers to ensure that training meets specific performance measures and benefits the employer and trainees.

In FY 2016, TWC awarded 53 Skills Development Fund grants with an average award of $442,479. These grants will assist 98 businesses with their training needs and support the creation of 3,942 new jobs. Some of these funds were recently leveraged to support dual-credit high school programs, career and technical education programs, veterans industry partnerships and other specific training to equip Texans with in-demand skills for today's work environment. The Texas Legislature allocated nearly $48.5 million to the Skills Development Fund for the 2016-2017 biennium. For more information, visit **texasworkforce.org/skills**.

SPOTLIGHT

Victoria College and Petrochemical Consortium Partner for Workforce Training Using Skills Development Fund Grant

Victoria College partnered with Workforce Solutions Golden Crescent (Golden Crescent) and local petrochemical plants, their contractors, and construction firms to identify and assess industry workforce training needs. With support from Victoria College and Golden Crescent, these petrochemical representatives formed the Golden Crescent Petrochemical Consortium to ensure ongoing coordination around workforce needs. The consortium received TWC Skills Development Fund to address the training requirements of the consortium's more than 3,400 incumbent workers and over 400 new hires.

High Demand Job Training

The High Demand Job Training program supports collaborations between Workforce Solutions partners and local economic development corporations (EDCs). The program's goal is to help communities address their local employer and industry needs by equipping workforce members with the skills required for high-demand occupations throughout Texas, including welder, nursing assistant, machinist, automotive technician, computer numerical control operator and registered nurse. The program recently received $1 million in additional funding to support this goal.

In FY 2016, the program enrolled 952 individuals in training activities and awarded $1,010,073 in training grants. Over the next two years, while funding remains available, local workforce development boards will be able to apply for and leverage up to $100,000 to match the amount committed by EDCs. Local workforce development boards may use grant funding to support job-training activities and related direct costs, including individual participant recruitment, skills assessment, job search skills improvement, equipment and minor renovation of facilities used for program-related job training.

SPOTLIGHT

Paid Work Experience Leads to Employment in High Demand Jobs

Workforce Solutions Southeast Texas (Southeast Texas) partnered with Port Arthur Economic Development Corp. and Team Fabricators on a High Demand Job Training Grant to provide welding training. Twenty-five participants were paid while completing training over a 12-month period to develop skills in three key welding processes. Participants who successfully completed the training were then able to apply for high-demand jobs in a field setting or fabrication shop.

Labor Market Information

TWC's Labor Market and Career Information (LMCI) department collects, analyzes and disseminates economic data by occupation and industry. Knowing what is happening in the Texas and local economies helps employers, job seekers and local officials make better business, career, education and economic development decisions. Understanding employment trends helps employers, economic developers, local workforce development boards and researchers promote stable employment and economic growth across Texas. LMCI also provides online tools, publications and resources to help job seekers, parents, students and young adults explore career choices and opportunities.

Small Business Programs

In Texas, there are 483,430 private employers who employ 100 or fewer workers. In FY 2016, TWC allocated $2 million in funding for the Skills for Small Business program to support collaborations between Workforce Solutions partners and small businesses. This initiative provides state-funded training to businesses to meet their needs, with an emphasis on training new workers or upgrading skills of incumbent workers. Small businesses interested in training for their employees may be eligible to receive up to $1,800 to train new workers and up to $900 to train existing workers. When a training need is identified, small businesses can select from among existing courses provided by their local public community and technical colleges for new or incumbent workers. Businesses apply directly to TWC for training and TWC arranges funding with the local public community or technical college. More information about the Skills for Small Business program is available online at **texasworkforce.org/ssb**.

TWC, its local Workforce Solutions board partners and the Governor's Economic and Tourism division host Governor's Small Business Forums throughout rural and urban areas of Texas. The forums are designed to give entrepreneurs and small businesses valuable information targeted specifically to entrepreneurs and small business operators. Areas addressed include workforce development, marketing, hiring and managing employees, training and growth opportunities targeted specifically to entrepreneurs and small business operators. In FY 2016, 10 forums were held, with over 1,100 businesses and more than 2,700 people in attendance.

SPOTLIGHT

Wharton County Junior College and Electronic Assemblies Prepare New Management with Skills for Small Business Grant

In the Workforce Solutions Gulf Coast area, the small business Electronic Assemblies partnered with Wharton County Junior College (WCJC) to train two employees recently promoted to management roles. Electronic Assemblies applied to TWC for Skills for Small Business grant funds to help these new managers attend the Leadership Workshop at WCJC. This workshop is designed to upgrade the skills of local employees that have been placed in new leadership or management roles. Each participant received $720 worth of training that was fully paid for by the Skills for Small Business grant.

Online Job Matching Resource

TWC's **WorkInTexas.com** is available at no cost and offers recruiting assistance to Texas employers to fill job vacancies. With more than 200,000 available job listings daily and approximately 400,000 registered job seekers, **WorkInTexas.com** is a human resources partner. Employers can use the site to post job notices, search résumés, check labor availability and access recruitment tools—all free of charge. With more than a decade of helping Texans, **WorkInTexas.com** has directly filled 2.5 million jobs posted on the site. In FY 2016, TWC engaged with employers, industry representatives and workforce leaders for input on plans to upgrade this resource. TWC is moving forward with plans to replace the system based on task force recommendations to ensure job seekers and Texas employers will have quality service with a competitive edge.

The Shared Work Unemployment Benefit Program

The Shared Work Unemployment Benefit Program provides an alternative to layoffs by affording employers an opportunity to manage business cycles and seasonal adjustments without losing trained employees. The program allows for the payment of unemployment benefits to employees to supplement wages lost as a result of reduced hours. During FY 2016, 257 employers participated in the program with 16,422 workers retaining their jobs and benefitting from the shared-work option in Texas.

Work Opportunity Tax Credit Certification

The Work Opportunity Tax Credit (WOTC) supports businesses that hire individuals with significant barriers to employment by providing them with a reduction in federal tax liability. Administered by the U.S. Department of Labor (DOL), WOTC promotes equal employment opportunities and training for targeted workforce populations, resulting in workplace diversity and increased performance, as well as economic growth and productivity for the community.
TWC assists employers by determining the eligibility of new employees for the business tax credit. In FY 2016, TWC helped employers identify $331,765,800 in potential tax savings.

Specialized Agricultural Services

Working with Workforce Solutions offices across Texas, TWC's Agricultural Services Unit promotes awareness of industry-related skilled labor recruitment, training and regulations for the agricultural employment sector. Through the Foreign Labor Certification process, TWC monitors local shortages in U.S. seasonal agricultural workers and helps employers bring in skilled foreign workers to fill those positions. For out of state job postings, Workforce Solutions staff members coordinate recruitment with the Agricultural Recruitment System to help employers locate experienced job seekers. Agricultural occupations and their economic contributions to the state are defined by the Agricultural Services Unit.

Employer Information and Assistance

TWC offers employment resources for individuals and businesses, including compliance assistance and information about rights and responsibilities under Texas and federal employment laws. As part of this effort, TWC's Commissioner Representing Employers hosts Texas Business Conferences throughout the state to keep employers up-to-date on the latest information regarding employment law. Topics presented at the conferences include Texas employment law, the basics of hiring, employee policy handbooks, creating a human resources roadmap, handling unemployment claims, independent contractors and federal and Texas wage and hour laws. In FY 2016, more than 5,000 individuals attended 16 Texas Business Conferences held throughout the state. Individuals interested in attending a conference can now register online at **texasworkforce.org/tbc**. The Society for Human Resource Management Texas State Council (Texas SHRM) and Human Resources Certification Institute (HRCI) offer professional and recertification credits for human resources professionals who attend. In addition, certified public accountants who attend can earn continuing education credit hours and other conference participants may qualify for general professional credit.

The Commissioner Representing Employer's office manages and maintains an employer hotline (800-832-9394) and e-mail address **employerinfo@twc.state.tx.us** to assist employers with questions about employment law and other information. The hotline receives about 1,200 phone calls per month. The office also produces free publications available in print and online to help businesses stay informed about legal issues surrounding employment in Texas, including the quarterly publication Texas Business Today and the *Especially for Texas Employers* book. Texas Business Today serves as a supplement covering issues and interests of Texas employers and is available at **texasworkforce.org/texasbusinesstoday**. Especially for Texas Employers provides information on important workplace issues, with chapters on topics such as basic legal issues relevant to hiring, pay and policy, work separation, post-employment problems, and employment law-related websites. This book is available at **texasworkforce.org/efte**, along with the TBC Companion web application at **texasworkforce.org/tbcapp**.

Protection of the Unemployment Compensation Trust Fund

TWC's Regulatory Integrity Division (RID) collaborates closely with the Unemployment Insurance and Regulation Division to detect and prevent fraud, waste and abuse in all areas of the unemployment insurance program with the goal of preventing benefit overpayments before they occur. RID maintains robust systems to identify overpayments when they do occur and uses all means available under the Texas Unemployment Compensation Act to recoup them. The division also oversees recoupment of delinquent unemployment taxes owed by employers and is responsible for detection and, if warranted, prosecution of unemployment benefits and tax fraud.

In FY 2016, the division prevented more than $40.3 million in improper benefit payments and detected $106 million in benefit overpayments. It collected $35 million in delinquent employer taxes, penalties and interest, and $66.7 million in unemployment benefit overpayments and penalties through direct reimbursements and benefit offsets.

Recognizing Outstanding Employers

Each year, TWC recognizes outstanding Texas employers. Awards include the Local Employers of Excellence, Large Employer of the Year and the inaugural Small Employer of the Year.

Texas Workforce Solutions Employer Award of Excellence

The Employer Award of Excellence honors one private sector employer in each local workforce development area that is actively involved with Texas Workforce Solutions. This award recognizes an employer that has, as a customer and collaborator with the local workforce development board, created and used innovative approaches that have impacted the local economy and workforce significantly. These employers were chosen from the many with whom boards connect to prepare today's workforce for tomorrow's Texas. The 2016 Employers of Excellence were:

Amazon.com
Workforce Solutions Alamo

The Toro Company
Workforce Solutions Borderplex

KAGS-TV
Workforce Solutions Brazos Valley

Brownsville Toyota
Workforce Solutions Cameron

UPS–Red River District
Workforce Solutions Capital Area

StarCorr Sheets
Workforce Solutions of Central Texas

Coastal Children's Clinic
Workforce Solutions of the Coastal Bend

Cadre, A U.S. Silica Company
Workforce Solutions Concho Valley

Portacool
Workforce Solutions Deep East Texas

AAON Coil Products Inc.
Workforce Solutions East Texas

DOW–Seadrift Operations
Workforce Solutions Golden Crescent

Walmart Stores Inc.
Workforce Solutions Greater Dallas

Jacobs Inc.
Workforce Solutions Gulf Coast

Domtar Personal Care LLC
Workforce Solutions for the Heart of Texas

TJ Maxx
Workforce Solutions Lower Rio Grande Valley

Vida Y Salud Health Systems, Inc.
Workforce Solutions Middle Rio Grande

Gearbox Software
Workforce Solutions for North Central Texas

Alcoa Howmet
Workforce Solutions North Texas

Beako Manufacturing Company
Workforce Solutions Northeast Texas

CNS Pantex
Workforce Solutions Panhandle

Warren CAT
Workforce Solutions Permian Basin

Radiation Detection Company
Workforce Solutions Rural Capital Area

Team Industries dba Team Fabricators, LLC
Workforce Solutions Southeast Texas

West Texas Intermediate Sanction Facility
Workforce Solutions South Plains

Exel Logistics
Workforce Solutions for South Texas

Lockheed Martin
Workforce Solutions for Tarrant County

Emerson Process Management
Workforce Solutions Texoma

RENTECH Boiler System
Workforce Solutions of West Central Texas

Texas Workforce Solutions 2016 Employers of the Year

Large Employer of the Year and Small Employer of the Year Awards recognize private-sector employers or employer consortia for significant impact to their community through collaboration with Texas Workforce Solutions. To be eligible for the Large Employer of the Year Award, businesses must have at least 500 employees. To be eligible for the Small Employer of the Year Award, businesses must have fewer than 500 employees.

Pictured from left: TWC Commissioner Representing Employers Ruth R. Hughs; Melody Clark Consulting Principle Melody Clark, Lockheed Martin Missions and Fire Control Talent and Organizational Capability Emily Hendrickson, Lockheed Martin Aeronautics Employee and Executive Communications Crystal Patton, Workforce Solutions for Tarrant County Business Services Manager Renee Parker, Lockheed Martin Aeronautics Human Resources Vice President Jean Wallace, North America Operations Mother Parker Tea & Coffee and Human Resources Board Member Director Leslie Scott, Lockheed Martin Aeronautics Lead and Workforce for Tarrant County Development Board Second Vice-Chair and Workforce and Economic Development Jon Gustafson, Lockheed Martin Workforce Solutions and Intelligence Corporate Vice President Yvette Burton, Workforce Solutions for Tarrant County Executive Director Judy McDonald, Lockheed Martin Aeronautics Talent and Organizational Capability Director Laura Hopkins, Lockheed Martin Aeronautics Training and Development Manager Charles Stuart, TWC Chairman Andres Alcantar, Liberation Community Inc. President and CEO and Workforce Development Board Vice-Chair Estrus Tucker, and TWC Commissioner Representing Labor Julian Alvarez.

Local workforce development boards nominate employers whose partnership with the boards exemplifies the economic success that can be achieved through private-sector collaboration with the public sector. This year, three small and three large employers are recognized for excellence, operational results and the benefits gained by employers, workers and the local community. Additionally, the award recognizes the partnership, involvement and successful use of Texas workforce system services.

From these six exemplary finalists, one large and one small employer were selected as the 2016 Texas Workforce Solutions Small and Large Employer of the Year. The nominated employers support the Texas workforce system's goal of ensuring that both employers and workers have the resources and skills that Texas needs to remain competitive in the 21st century. The finalists for the 2016 Workforce Solutions Employer of the Year award were:

Large Employer of the Year Finalists

Emerson Process Management
Workforce Solutions Texoma

James Avery Craftsman Inc.
Workforce Solutions Alamo

Lockheed Martin – Winner
Workforce Solutions for Tarrant County

Small Employer of the Year Finalists

Falls Community Hospital and Clinic
Workforce Solutions for the Heart of Texas

Klein Tools Inc. – Winner
Workforce Solutions for Tarrant County

State Farm Agent Samuel Garcia
Workforce Solutions of West Central Texas

Pictured from left: TWC Commissioner Representing Employers Ruth R. Hughs, Workforce Solutions for Tarrant County Executive Director Judy McDonald, Workforce Solutions for Tarrant County Business Services Unit Director Amber Gosser, Klein Tools Recruiter Stacy Welmaker, Klein Tools Owner Advanced Manufacturing Director and Workforce Development Board Member Michael Klein, Klein Tools Human Resources Manager Landon J. DaPrile, TWC Chairman Andres Alcantar, Liberation Community Inc. President and CEO and Workforce Development Board Vice-Chair Estrus Tucker, and TWC Commissioner Representing Labor Julian Alvarez.

Lockheed Martin Named Large Employer of the Year

Lockheed Martin Corporation (Lockheed Martin), nominated by Workforce Solutions for Tarrant County (Tarrant County), is 2016 Large Employer of the Year. Lockheed Martin is one of the largest aerospace and global security companies in the Dallas/Fort Worth (DFW) region and is engaged in the research, design, development, manufacturing, integration and sustainment of advanced technology systems and products.

Lockheed Martin employs 14,100 workers in the DFW area, contributes $1.6 billion to the local economy, and more than $739 million to Texas suppliers and vendors within Tarrant County. The company also leads the DFW Aerospace Consortium and it partners with consortium members, TWC, Tarrant County and local educational institutions to grow the local aerospace industry and create training and job opportunities.

The company is expected to add 2,000 manufacturing jobs over the next three years in support of its F-35 project and was recently awarded a TWC Skills Development Fund grant to develop a cutting-edge aerospace industry training curriculum. It has also offered training programs that placed 405 unemployed or underemployed engineers in competitive jobs locally, while training 222 new engineers, and offers aerospace and aviation training in partnership with Tarrant County Community College and Tarrant County Community Learning Center.

Lockheed Martin has also shown a strong commitment to growing the local aerospace worker pipeline by supporting career and technology programs that include science, technology, engineering and math educational programs for middle and high school students. It invested $1 million in the Fort Worth Independent School District for implementation of Project Lead the Way and helped launched the "Gotta Jet?" aerospace career awareness campaign to promote engineering and other high-demand aerospace industry careers to students.

Klein Tools Named Small Employer of the Year

Klein Tools Inc. (Klein Tools), nominated by Workforce Solutions for Tarrant County (Tarrant), is the 2016 Small Employer of the Year. Klein is the global leader among hand tool manufacturers. The company's Advanced Manufacturing Technology Center, located in Mansfield, currently has almost 400 employees. That number is expected to increase to 600 by 2018.

After working with Tarrant to meet initial hiring needs as it broke ground on its Mansfield facility in 2010, Klein continues to partner with Tarrant and local Workforce Solutions offices for recruiting, hiring and training opportunities. An avid promoter of training opportunities leading to manufacturing careers within the community, Klein was awarded a TWC Skills Development Fund grant and partnered with Tarrant County College (TCC) in March 2016 to train 130 new workers for manufacturing jobs. The company also provided industry tours for trainees and other young adults interested in manufacturing careers.

Additionally, Klein is a leading member of the Mansfield Manufacturing Partnership with Tarrant, Mansfield Economic Development Corp. and Mansfield Independent School District to help address a shortage of computer numeric controlled machinists. The partnership provides a training program that develops skilled manufacturing employees and internship opportunities with local manufacturing companies.

Klein is also an active member of the Mansfield Chamber of Commerce and Fort Worth Chamber of Commerce. The company supports local charities, including the American Heart Association Heart Walk for Tarrant County, Mansfield Cares and the Wesley Mission Center.

Serving Job Seekers and Employees

The Workforce Solutions network offers a broad range of services that give employees and job seekers opportunities for career growth, advancement and assistance entering a chosen career. By connecting these individuals with employers, contracted service providers and community partners, the network helps individuals achieve personal career growth through education and skills training and provides critical services to ensure individuals have the skills and abilities to connect with in-demand occupations across the state. Here are some of the many ways that TWC served the Texas workforce in FY 2016.

Child Care Services

TWC's Child Care Services provides child care subsidy assistance to eligible low-income families of children under age 13, allowing parents to work, attend school or participate in training. Local workforce development boards provide education, guidance and support to participating families to assist them with selecting quality care for their children. The Texas Rising Star (TRS) provider certification program and rating system strengthened its certification standards in FY 2016 to better help families identify quality child care providers based on a 2–star, 3–star or 4–star certification level issued under the program. The new rating system also encourages providers to exceed minimum licensing requirements and provide more quality services in order to achieve a higher ranking. Parents can also use the new Texas Child Care Solutions web portal (**TexasChildCareSolutions.org**) to access resources and toolkits to help them make informed decisions about quality child care, as well as information on family support and financial assistance. Families can also use the web portal to locate resources for their children's early education and special needs.

In addition to assisting families, Child Care Services helps child care providers improve the quality of services for all children in Texas through resources and assistance. In FY 2016, TWC awarded the Texas Education Agency (TEA) $7.8 million in child care funds to assist with the planning and implementation of the Prekindergarten Partnership Grant. Through this grant, child care providers achieving a 4–star certification level under TWC's TRS program will have an opportunity to partner with local independent school districts and charter schools to expand quality prekindergarten services to children 3 to 4 years old. TWC also partnered with the Office of the Governor and TEA to sponsor Texas Early Childhood Learning Summits in Houston and Dallas to support the immediate need for increased access to child care professional credential training. Over 900 child care and early childhood education professionals attended the events.

SPOTLIGHT

Precertification Network Expands Quality Child Care

Workforce Solutions Gulf Coast (Gulf Coast) partnered with Collaborative for Children for a precertification network for child care providers. Providing support, guidance and technical assistance to over 200 area providers, the network established group training sessions and offered assistance to providers during the precertification process to help them better understand the Texas Rising Star (TRS) application, self-assessment and certification process. The precertification network consisted of numerous local organizations committed to raising awareness and supporting the expansion of TRS throughout the Gulf Coast area. Gulf Coast was recognized with a Child Care Quality Incentive Award for this initiative. Workforce Solutions for the Heart of Texas, North Texas and South Plains were also recognized with this award.

Employment Services

Local workforce development boards coordinate with businesses, educational institutions and industries to oversee programs designed to address specific barriers to employment faced by members of the local workforce. Twenty-eight workforce development boards across the state of Texas are responsible for planning, oversight and partnering with the community to provide employment services locally at no cost. In FY 2016, more than 1.2 million job seekers received employment services, including workshops, job fairs, résumé writing assistance, networking opportunities, access to computers and assistance with TWC's WorkInTexas.com job matching database.

SPOTLIGHT

Linking the Workforce to Transportation

Recognizing that not all jobs are 9 a.m. to 5 p.m., Workforce Solutions for the Heart of Texas (Heart of Texas) established Evening LINK. Evening LINK is the area's first evening bus service for workers who have nonstandard work schedules and who require reliable and affordable transportation. As a result of this new service, workers who rely on public transportation can be more confident about exploring job and educational opportunities and apply for employment with an additional 71 businesses to find work or earn higher wages. Heart of Texas was awarded the 2016 Service to Workers award for this program.

Vocational Rehabilitation Services

In FY 2016, TWC laid the groundwork for the transfer of vocational rehabilitation services from the former Texas Department of Assistive and Rehabilitative Services (DARS) to TWC on September 1, 2016, under the new program name Texas Workforce Solutions – Vocational Rehabilitation Services (TWS–VRS). TWS–VRS helps eligible Texans with disabilities prepare for, obtain, retain or advance in competitive integrated employment, which is employment in jobs with work settings, wages, benefits and advancement opportunities equivalent to similar jobs held by people without disabilities. The Criss Cole Rehabilitation Center, a residential training center, and the Business Enterprises of Texas food and vending management program both specialize in helping Texans with visual disabilities gain employment. Learn more by **visiting texasworkforce.org/jobseekers/vocational-rehabilitation-services**.

Purchasing from People with Disabilities

Local workforce development boards coordinate with businesses, educational institutions and industries to oversee programs designed to address specific barriers to employment faced by members of the local workforce. Twenty-eight workforce development boards across the state of Texas are responsible for planning, oversight and partnering with the community to provide employment services locally at no cost. In FY 2016, more than 1.2 million job seekers received employment services, including workshops, job fairs, résumé writing assistance, networking opportunities, access to computers and assistance with TWC's **WorkInTexas.com** job matching database.

The Works Wonders state use program is one initiative under Purchasing from People with Disabilities. It was implemented in 1978 by the Texas Legislature to enhance the lives of people with disabilities by offering employment opportunities. Through a partnership with Community Rehabilitation Programs (CRPs), more than 6,000 Texans with a wide range of disabilities were employed in 116 local nonprofit CRPs in 2016. These individuals earned a combined total of over $39 million in wages from products or services purchased by city, county, state or federal agencies, schools, and political subdivisions through the Work Wonders program.

Adult Education and Literacy

TWC's Adult Education and Literacy (AEL) program helps adult students gain the basic skills needed to succeed in the workforce, earn a high school equivalency, or enter college or career training. Through the program, students can receive instruction in English language, math, reading and writing skills in addition to obtaining industry-recognized certifications that can help them gain employment, advance their careers and increase their wages. AEL also partners with the Texas Higher Education Coordinating Board (THECB) and Texas Education Agency (TEA) to support state workforce objectives by ensuring that adult students can complete their secondary equivalency and postsecondary education and training programs with no debt or with manageable debt. For FY 2016, TWC is able to report that more than 6,000 students exited AEL programs and gained employment.

TWC and partner organizations continue to expand AEL initiatives. Integrated education and training (IET) programs are available to provide accelerated learning opportunities incorporating workforce skills training and relevant classroom instruction to adult students. A $500,000 TWC grant is also supporting the expansion of the Accelerate TEXAS career pathway program through the creation of a community college mentoring program. Additionally, a $200,000 grant for a Library AEL Expansion Project in partnership with Texas State Library and Archives Commission (TSLAC) will expand AEL opportunities to more than 4.3 million Texans by providing libraries and literacy providers with resources such as digital literacy toolkits and training workshops. This initiative will strengthen and connect local adult education instructors with materials and community resources.

Employer Partnership Winners

Amarillo College
Workforce Solutions Panhandle

Brownsville ISD
Workforce Solutions Cameron

Houston-Galveston Area Council
Workforce Solutions Gulf Coast

Howard College
Workforce Solutions Concho Valley

Literacy Council of Tyler
Workforce Solutions East Texas

Odessa College
Workforce Solutions Permian Basin

Region 20 Education Service Center
Workforce Solutions Alamo

Socorro ISD
Workforce Solutions Borderplex

Southwest Texas Junior College
Workforce Solutions Middle Rio Grande

Texarkana ISD
Workforce Solutions North Texas

Victoria County Junior College
Workforce Solutions Golden Crescent

Weatherford ISD
Workforce Solutions for North Central Texas

SPOTLIGHT

Adult Education and Literacy Winners Receive Funding to Support Workforce Training

Twelve adult education and literacy (AEL) partner institutions were recognized with the 2016 Adult Education and Literacy award. Winners were nominated by local workforce development boards and chosen based on their partnership with boards and employers to support AEL initiatives in communities across Texas. Winning institutions received funding amounts starting at $20,000 to support AEL initiatives. Three also received the Employer Partnership Award, which recognizes the important work of community colleges and other entities integral to supporting a skilled workforce.

Career Planning Information

TWC's Labor Market and Career Information (LMCI) department specializes in the development, application and dissemination of labor market, occupational, career, education and workforce program information. Adult job seekers, students, parents and counselors use LMCI data and tools to narrow down and make informed choices about education and occupation options based on real data on wages, the current job market, employment trends and more. LMCI data and tools are also used to develop career exploration curricula for students and are used by economists and economic developers.

LMCI and partners including the Texas Higher Education Coordinating Board (THECB), Texas Education Agency (TEA) and University of Texas at Austin also provide online career resources and tools. One TWC-designed tool is Texas Career Check (**texascareercheck.com**), which matches specific occupations with their educational and training requirements as well as providing information on U.S. colleges and universities. Students can also check that their career choices are compatible with their lifestyle choices using Texas Reality Check (**texasrealitycheck.com**), a tool that estimates the annual salary needed to live a chosen lifestyle and provides a list of occupations that have salaries which can support that lifestyle.

Workforce Training Programs

TWC supports a variety of training programs to equip the workforce with the skills needed for employment in Texas. In FY 2016, more than 41,600 individuals received training through Workforce Investment Act (WIA), Skills Development Fund, Apprenticeship and other TWC-administered training programs. Nearly 12,000 workers took part in Workforce Innovation and Opportunity Act (WIOA) occupational training, which is available to dislocated workers, disadvantaged youth and unemployed or low-wage earning adults. More than 7,000 workers were trained through an apprenticeship or journeyworker program which provides a combination of on-the-job training and classroom instruction for highly skilled trades and occupations.

Labor Law Services

TWC's Labor Law Department enforces payday, child labor and minimum wage laws in Texas. In FY 2016, the Labor Law department received 11,400 claims of employers not paying their employees due wages. The department completed 12,900 investigations, ordered more than $12 million in unpaid wages to be paid and collected $6.2 million in unpaid wages for Texas workers. The department received 443 child labor inquiries, conducted 2,595 investigations and found infractions in 156 cases. The department also helps ensure that a child is not employed in an occupation or manner that is detrimental to the child's safety, health or well-being and issued 1,300 certificates of age and child actor permits.

Unemployment Benefits and Rapid Response Services

As the administrator of the state's Unemployment Compensation Trust Fund, TWC processes UI benefit claims for those who find themselves without employment through no fault of their own. As a new feature, UI claimants now have electronic access to unemployment benefits correspondence on a secure, online mailbox for items such as time-sensitive determinations, unemployment benefits claim information and instructional materials. They also have access to free employment services from local Workforce Solutions offices to help them find new employment opportunities.

TWC and Workforce Solutions staffs provide Rapid Response assistance to help workers who lose their jobs because of mass layoffs, plant closures or natural disasters. These services include immediate, on-site assistance with re-employment services and unemployment insurance information, as well as group stress and financial management seminars. In some cases, mobile units are dispatched to offer these services.

SPOTLIGHT

Rapid Response Helps Workforce Upgrade Skills for New Job Opportunities

Workforce Solutions Deep East Texas (Deep East Texas) moved quickly to assist the more than 800 employees dislocated during periodic layoffs from General Electric's (GE) Lufkin Industries and GE Oil and Gas companies. Deep East Texas scheduled rapid response orientation sessions to help ease the transition from immediate unemployment to new jobs or retraining programs. As a result of Deep East Texas' partnership with community organizations, colleges and businesses, approximately 150 workers were retrained to upgrade their skills and improve their abilities to earn higher salaries and find new job opportunities.

Disaster Unemployment Assistance

Disaster Unemployment Assistance (DUA) provides unemployment benefits to individuals who lost their jobs or self-employment as a direct result of a major disaster. DUA eligibility requirements are similar to those for regular unemployment benefits with some exceptions. A disaster assistance period for individual assistance must be requested by the Governor of Texas and approved by the U.S. President, and the individual must apply and be found ineligible for regular unemployment benefits. DUA benefits are paid out of an emergency assistance fund provided by the U.S. Department of Labor and Federal Emergency Management Agency (FEMA) during the disaster assistance period determined by FEMA. During FY 2016, four separate disasters were declared due to severe storms. FEMA awarded $563,229 in funding and TWC was able to provide DUA benefits to 102 eligible Texans.

Assisting Dislocated Workers

TWC seeks to leverage available funding resources such as National Dislocated Worker Grants (NDWG), formerly National Emergency Grants (NEG), from the U.S. Department of Labor to temporarily expand the capacity to provide workforce services to workers who have been laid off because of a plant closure or other large dislocation. In FY 2016, TWC applied for a grant to help Workforce Solutions Northeast Texas serve individuals who have lost employment due to job losses in the coal mining industry, and a grant to assist individuals in 14 Workforce Development Board areas to serve individuals included among the more than 163,000 individuals impacted by a decline in oil and gas extraction since November 2014. TWC also requested additional funds for an existing grant that serves individuals affected by the downsizing of military installations in Central Texas and Northeast Texas.

As of FY 2017, these grants have been awarded in the amounts of $559,005, $16.3 million, and $4.1 million, respectively. Funds will be used for training in high-demand occupations identified as needed in the respective areas and will help leverage existing and new partnerships among businesses, training providers, labor unions, community organizations, workforce development organizations and other key stakeholders to address the workforce needs of businesses and workers.

Trade Affected Workers

Workers adversely affected by increased foreign imports or the global economy's displacement of U.S. jobs may be eligible for federal Trade Adjustment Assistance (TAA) benefits. In addition to relocation allowances and support benefits, trade-affected workers receive training and job search assistance to help them transition into new, long-term employment. After exhausting regular unemployment benefits, some individuals may be eligible for Trade Readjustment Allowances, Alternative TAA and/or Reemployment TAA for older workers. During FY 2016, 11,628 workers were potentially TAA eligible and 1,181 workers applied for TAA services or benefits. Nearly 2,700 workers participated in TAA-supported training services for occupations such as hairstylist, cosmetologist, heating, air conditioning and refrigeration mechanic, welder, and truck driver. Of the 1,655 workers who completed TAA services, 79 percent entered employment.

Online Job Matching Resource

TWC's **WorkInTexas.com** is available at no cost and helps Texas job seekers identify employment opportunities, in addition to helping Texas employers with recruitment and filling job vacancies. With more than 200,000 available job listings daily and approximately 400,000 registered job seekers, WorkInTexas.com is a human resources partner. Job seekers can use the site to locate job opportunities, receive assistance matching their qualifications and skills to posted jobs, and post their résumés for employers to review—all free of charge. With more than a decade of helping Texans, WorkInTexas.com has directly filled 2.5 million jobs posted on the site. In FY 2016, TWC engaged with employers, industry representatives and workforce leaders for input on plans to upgrade this resource. TWC is moving forward with plans to replace the system based on task force recommendations to ensure job seekers and Texas employers will have quality service with a competitive edge.

Migrant and Seasonal Farm Workers

Outreach programs offered by Workforce Solutions offices across the state help migrant seasonal farm workers (MSFWs) receive employment services, benefits, protection, counseling, testing and job training referral services. These outreach programs are designed to help MSFWs enhance their employment potential and increase their self-sustainability. In program year (PY) 2015—July 2015 to June 2016—these programs assisted a total of 9,975 MSFWs, with TWC and the 28 local workforce development boards registering a total of 9,060 MSFWs on WorkInTexas.com and Workforce Solutions staff serving 7,802 MSFWs by providing workforce services such as job referrals and career guidance. PY 2015 is the sixth consecutive year that TWC and Workforce Solutions staff have met all five of the U.S. Department of Labor's Migrant and Seasonal Farmworkers equity indicators for serving MSFWs at a rate equivalent to or greater than the general public.

Nearly 1,150 of the best and brightest young science and engineering minds from across the state displayed their projects at the 30th Annual Texas Science and Engineering Fair, April 2, 2016.

Building Tomorrow's Workforce

Programs that help students prepare for life beyond high school and the high-demand jobs in Texas are critical to the future of the Texas workforce. TWC works closely with the Texas Education Agency, the Higher Education Coordinating Board, local workforce development boards and public school districts to provide labor market information, career counseling resources and career exploration opportunities for students and their parents. TWC also supports initiatives that encourage students to participate in science, technology, engineering and math (STEM) programs in order to promote pursuit of careers in these in-demand fields. Here are some of the programs TWC supported in FY 2016.

Career Planning Services for Students

TWC works closely with the Texas Education Agency to provide labor market and career guidance information to schools as they navigate the Foundation High School Program in Texas. Under the program, students must select a career pathway or endorsement beginning in the eighth grade. TWC and local workforce development board services and resources are able to assist students in this program. Continuing to find new ways to expose students to the world of work and prepare them for life after high school, TWC and workforce solutions boards provide presentations, professional development and webinar opportunities, as well as training for community and education partners in using TWC's labor market and career information data tools to help students learn about new industries and occupations. During FY 2016, TWC's education specialists did outreach to more than 31,000 students and over 7,500 teachers, counselors and parents to provide these services. Every month, thousands of students, teachers, parents and counselors access the agency's online tools, Texas Reality Check (**texasrealitycheck.com**) and Texas Career Check (**texascareercheck.com**), as they seek to determine the relationship between educational achievement, career choices and desired income and lifestyles.

SPOTLIGHT

Springing Students into Entrepreneurship

Workforce Solutions Deep East Texas (Deep East Texas) moved quickly to assist the more than 800 employees dislocated during periodic layoffs from General Electric's (GE) Lufkin Industries and GE Oil and Gas companies. Deep East Texas scheduled rapid response orientation sessions to help ease the transition from immediate unemployment to new jobs or retraining programs. As a result of Deep East Texas' partnership with community organizations, colleges and businesses, approximately 150 workers were retrained to upgrade their skills and improve their abilities to earn higher salaries and find new job opportunities.

Governor's Science and Technology Champions Academy

The Governor's Science and Technology Champions Academy is a week-long science, technology, engineering and math (STEM) hands-on residential summer camp that explores the practical applications of STEM endeavors and exposes the students to exciting career options that involve high-tech skills. The top two finishers from the high school senior division of the Texas Science and Engineering Fair are automatically invited to attend. The spring 2016 camp was hosted by Texas A&M University.

High School Robotics Initiative

TWC supports youth education programs that prepare students for high-demand careers through its partnership with after-school robotics programs. Support for hands-on learning activities in robotics continues to grow as shown by the University Interscholastic League's decision to officially sanction statewide robotics competitions. These competitions equip students with science, technology, engineering and math (STEM) applied learning opportunities. TWC sponsors individual teams and events through the Foundation for Inspiration and Recognition of Science and Technology (FIRST), Boosting Engineering, Science & Technology (Best) Robotics and the Robotics Education and Competition Foundation. In 2016, TWC supported 270 teams across the state, inspiring 4,190 students to be leaders in science and technology by engaging them in exciting, mentor-based programs that promote innovation, build STEM skills and foster well-rounded life skills.

Dual-Credit and Career Technical Education Programs

TWC partnered with public community, state and technical colleges under an agreement with Texas Independent School Districts to expand dual-credit and career and technical education (CTE) programs through Skills Development Funds. Funds are awarded to support, create and expand dual-credit and CTE programs that are highly technical in nature, address local demands for high-skill, in-demand and high-wage industries, and allow high school students to complete college credit hours. These programs respond to industry demands for skilled workers in technical fields, while helping high school students prepare for employment or education opportunities. In FY 2016, TWC Commissioners authorized $1,166,743 to support projects to purchase, repair or replace equipment used to support new or existing dual-credit and CTE programs in Texas schools.

Texas Science and Engineering Fair

More than 1,100 middle and high school students came to the 2016 Texas Science and Engineering Fair (TXSEF) in San Antonio to showcase their outstanding science, technology, engineering and math (STEM) projects and compete for awards for the junior and senior divisions in 22 project categories. TWC has been a proud sponsor of the Texas Science and Engineering fair for 15 years as part of its efforts to encourage student interest in STEM disciplines. Sixty-two projects, worked on and presented by 75 students at 14 Texas fairs, were represented at the 2016 Intel International Science and Engineering Fair in Phoenix, Arizona. TXSEF winners have gone on to win the Intel Foundation Young Scientist Award at ISEF in four of the last eight years. The top two finishers from the high school senior division were provided with full scholarships to participate in the Governor's Science and Technology Champions Academy summer camp.

Students receive awards at Texas Science and Engineering Fair. *Left to right:* Dr. George Perry, dean of College of Sciences at The University of Texas at San Antonio (UTSA); Senior Division Second Grand Prize Winner Yingjie Wang; First Grand Prize and Best in Show Winner Syamantak Payra; Dr. Stuart Birnbaum; director of the Texas Science and Engineering Fair.

Governor's Summer Merit Program

The Governor's Summer Merit Program works to inspire Texas youth to pursue science, technology, engineering and math (STEM) related careers. The program introduces students to one or more of six industry clusters: advanced technologies and manufacturing, aerospace and defense, biotechnology and life sciences, information and computer technology, and energy. In 2016, TWC awarded 27 grants totaling more than $1.8 million to Texas universities and community colleges for summer youth camps focusing on STEM. The grants provided the opportunity for 1,989 students between the ages of 14 and 21 to attend camps. Several of the camps are specifically targeted to encourage young women and minorities to prepare them for future high-skill, high-demand jobs and pursue further education and careers in STEM fields.

Externship for Teachers Initiative

In FY 2016, TWC awarded $847,728 to 10 local workforce development boards as part of the Externship for Teachers program, which unites workforce, industry and education representatives to promote an effective workforce system. During the summer, teachers were assigned to a partner business and shadowed workers to help them better understand work-based applications of what they teach. This experience is designed to strengthen the connection between business and education, helping teachers learn what skills are critical to small and large businesses and promoting lesson plans that demonstrate how classroom skills are used at work. Externships took place within various industries including the automotive, engineering, manufacturing, construction, architecture, local government, media, logistics, energy, nonprofit, financial and health care industries. Several workforce development boards participated in the 2016 initiative, including Concho Valley, Rural Capital, Brazos Valley, Alamo, South Texas, Coastal Bend, Lower Rio Grande Valley, Texoma, Central Texas and Gulf Coast.

Apprenticeship Training

TWC's Apprenticeship Training program helps prepare and train individuals for highly skilled jobs and life-long careers in over 1,200 possible trade or craft occupations with competitive wage opportunities. Providing structured on-the-job learning in emerging industries such as construction, manufacturing, health care, information technology, energy and telecommunications, the program provides valuable skills, work experience and connects job seekers with employers.

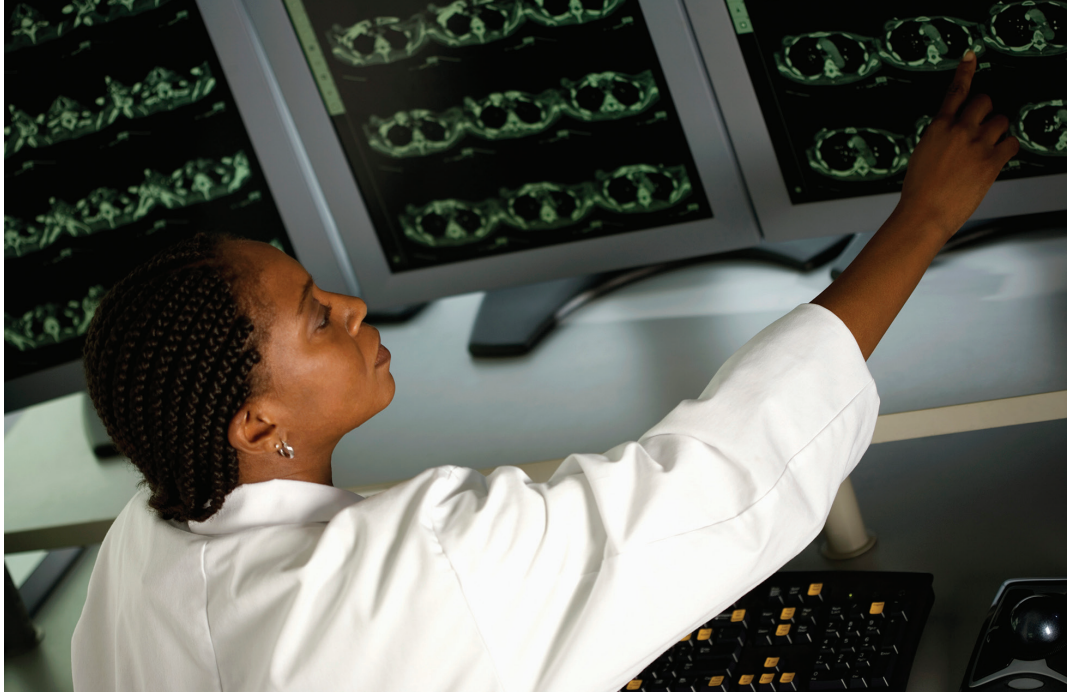
Registered Apprenticeship combines on-the-job training under the supervision of experienced journeyworkers with related classroom instruction. Most of these training programs last from two to five years, as determined by industry standards approved by the Department of Labor – Office of Apprenticeship. Generally, apprentices are full-time, paid employees who earn while they learn.

TWC grants funds to local public educational institutions to support the costs of classroom instruction related to apprenticeship training. In Fiscal Year (FY) 2016, TWC received additional funding ($1.5 million) from the Texas Legislature with an expectation to serve 6,111, compared to the previous target of 3,600. In FY 2016, TWC was able to support more than 7,000 individuals in Registered Apprenticeship training programs, a significant increase over the 4,600 served in FY 2015. The Commission signaled its commitment to this in-demand occupational training by increasing Chapter 133 Journeymen funding.

SPOTLIGHT

Laredo Community College Uses Jet Grant to Provide Nursing Students with Advanced Technical Training

Laredo Community College (LCC) was awarded a Jobs and Education for Texans (JET) grant check that will assist the college in purchasing and installing specialized equipment to provide students with training for careers in nursing. The advanced technical training will create new opportunities in the medical profession for the South Texas area. The demand for registered nurses continues to increase, creating high-wage, targeted job opportunities for Texans. The LCC nursing program trains students in direct patient care and in various medical settings. Specialized equipment, such as simulator manikins and accessories prepare nursing students with the skills to use the most up-to-date technology. It is anticipated that 158 students will receive training on the high-tech simulation equipment purchased under the JET grant.



JET Program

The Jobs and Education for Texans (JET) grant program provides funding for equipment to eligible educational institutions for the purpose of developing career and technical education courses, including dual-credit and technical education programs. TWC awarded 25 grants totaling $4,986,000 in FY 2016 to public community and technical colleges and independent school districts. The equipment provided through these funds will be used to train at least 5,394 students for jobs in high-demand occupations.

Vocational Rehabilitation Transition Services

In FY 2016, TWC laid the groundwork for the transfer of vocational rehabilitation services from the former Texas Department of Assistive and Rehabilitative Services (DARS) to TWC on September 1, 2016, under the new program name Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VRS). Transition services provided by TWS-VRS help students with disabilities prepare for educational and employment opportunities after high school through job exploration and counseling, work-based learning opportunities, counseling on education and training opportunities, workplace readiness training and more. Learn more by visiting **texasworkforce.org/jobseekers/vocational-rehabilitation-youth-students**.

SPOTLIGHT

Regional Career Days Help Students Prepare for High-Growth, High-Demand Careers

Workforce Solutions of West Central Texas (West Central Texas) hosted two regional career days, the World of Work Youth Expo and JumpStart Your Future. These events allowed area youths to engage with employers throughout the region, visit with representatives from postsecondary schools, hear a talk by a motivational speaker and participate in mock interviews. The emphasis was on informing students about high-growth, high-demand careers through interactive and engaging exhibits. More than 6,500 students participated in these career awareness and exploration activities. West Central Texas was awarded a 2016 Youth Inspiration and Career Awareness award for these initiatives. Workforce Solutions Central Texas and Deep East Texas were also recognized with this award.

Helping Texas Veterans Transition to Civilian Life

TWC's initiatives for veterans encourage Texas employers to hire veterans for a wide range of occupations that capitalize on the leadership abilities, training and experience gained through service to our country. Through **WorkInTexas.com** and partnerships with Workforce Solutions offices, community organizations and other government agencies such as the Texas Veteran Commission, TWC provided more than 105,598 veteran job seekers with employment services in 2016. TWC also actively recruits veterans to work for the agency. Among the agency's 2,781 employees, 11.6 percent were veterans.

Texas Veterans Leadership Program

TWC's Texas Veterans Leadership Program (TVLP) connects returning veterans with the resources and tools needed to lead productive lives and enjoy the benefits of the society they have served. TWC partners with the Texas Veterans Commission to provide veterans resource and referral specialists for TVLP. In addition, each of the 28 local workforce development boards across the state is assigned an individual TVLP referral specialist. Since the program's inception in 2008, TVLP referral specialists have provided assistance and services to more than 23,979 veterans.

College Credit for Heroes

The College Credit for Heroes program, launched in 2011, is designed to help service members accelerate the completion of college degrees and certifications that will help them transition to civilian occupations more quickly. The program is a cooperative effort with 44 community and technical colleges and universities throughout the state and provides military veterans the ability to receive college credit for training completed during military service and the opportunity to participate in accelerated degree and certification programs. CollegeCreditForHeroes.org helps veterans and service members receive additional college credit hours with an official evaluation that can be used by colleges throughout the state. College Credit for Heroes has received more than 12,000 requests for evaluations for college credit by Texas veterans.

Hiring Red, White & You!

In FY 2016, TWC partnered with local workforce development boards, the Office of the Governor, Texas Medical Center and Texas Veterans Commission to hold the Fifth Annual Hiring Red, White & You! statewide hiring event for military veterans and their spouses. At venues throughout Texas, nearly 10,000 job seekers attended job fairs, along with 1,500 employers. Since its inception in 2012, the annual Hiring Red, White & You! events have benefitted more than 52,000 job seekers.

Skills for Veterans

The Skills for Veterans initiative dedicates up to $1 million from the Skills Development Fund to address training needs or upgrade existing skills of newly hired post-9/11 veterans who served in Operation Iraqi Freedom/ Operation New Dawn or Operation Enduring Freedom. All private businesses, including private, nonprofit hospitals, are eligible to apply for this grant for training offered by their local community or technical college or the Texas Engineering Extension Service. Eligible veterans can receive up to $1,450 toward training activities determined by the educational partner and employer to enhance the skills of veteran workers and benefit the employer's business operations.

Online Resources for Veterans

TWC has several online tools to help service members and veterans transition to civilian life. TexasSkillsToWork.com helps veterans translate their military experience, training and skills into language that employers can understand. Veterans provide information about their military experience and training and receive skills statements that can be used in developing a résumé. The tool also allows veterans to match their specific skills to job listings in the region and city of their choosing. Additionally, TWC's **TexasWideOpenForVeterans.com** helps transitioning veterans learn about available resources for former service members who want to make Texas their homestead.

Texas Operation Welcome Home

Texas Operation Welcome Home, a new program developed in 2016, will provide up to $4 million in grant funding in FY 2017-18 to be used to train approximately 2,000 transitioning service members over the next two years. Skills to Transition training funding will complement the efforts of the other transition programs and provide training opportunities to service members preparing for employment in high-growth, high-demand occupations.

As part of Texas Operation Welcome Home, The Military Family Support Program dedicates up to $1 million in grant funding for FY 2017-18 to be used to assist military spouses in obtaining employment, obtaining the appropriate licensure or certifications or obtaining new skills to compete in the job market.

The Texas Welcome Home Transition Alliance was formed to enhance communication between the Texas Workforce Commission, The Texas Veterans Commission, the Texas Department of Licensing and Regulation and the military installations. It will work on the needs of transitioning service members and will facilitate and promote ongoing coordination to improve employment outcomes for transitioning service members.

Texas Operation Welcome Home is an initiative under the recommendations to enhance education and employment opportunities for veterans published in the Tri-Agency Report to the Office of the Governor from the Texas Education Agency, Texas Higher Education Coordinating Board and the Texas Workforce Commission. The report is titled "Prosperity Requires Being Bold: Integrating Education and the Workforce for a Bright Texas Future."

Assisting Targeted Populations

Foster Youth and Transitioning Adults

TWC continues its strong commitment to helping foster youth gain valuable opportunities and support services by subsidizing transition centers that serve both current and former foster youth, ages 14 to 25. Transition centers offer these at-risk young Texans life-skills classes, mentoring opportunities and support services through an all-in-one assistance system. These services help foster youth successfully transition into the adult world by allowing them to build skills for self-sufficiency and independence, equipping them with a network of support, and helping them prepare for education and employment opportunities. The Texas Department of Family and Protective Services' Preparation for Adult Living program provides the youth in these transition centers with case management services, financial support and training.

SNAP E&T Benefits

Supplemental Nutritional Assistance Program Employment and Training (SNAP E&T) benefits are designed to help recipients obtain regular employment and reduce their dependency on public assistance. During FY 2016, more than 58,500 individuals eligible for SNAP E&T benefits received employment services through local Workforce Solutions offices and contractors, including assistance with job searches, vocational education and training, transportation, and dependent care needs.

In FY 2016, TWC committed SNAP E&T administrative funds to implement a Third Party Reimbursement (TPR) program to cover the costs of providing SNAP E&T services to exempt and mandatory SNAP recipients not currently served due to funding limitations. These additional SNAP-eligible individuals will be identified through partnerships with local food banks. For the pilot of this initiative, Workforce Solutions Capital Area (Capital Area) in Austin, will partner with the City of Austin and Travis County to leverage 50 percent of federal SNAP E&T funds to cover the cost of serving these individuals, while the City of Austin and Travis County will supply nonfederal funding for the provision of allowable activities and services. The city and county will be reimbursed a percentage of the total cost incurred for serving SNAP recipients. Allowable activities and services provided to SNAP recipients who agree to participate in the TPR program will include job readiness assistance, educational activities, training and job searches.

Senior Citizens Employment Program

During FY 2016, more than 800 unemployed senior citizens took part in TWC's Senior Community Service Employment Program (SCSEP). The SCSEP program assists job seekers age 55 and older in securing unsubsidized employment. Through this program, seniors benefit from training, counseling and community based services prior to transferring into the workforce. Program participants earn while they learn, gaining competitive job skills and refining existing skills through part-time, on-the-job training assignments at nonprofit organizations and government agencies. During training, participants earn minimum wage and provide valuable community service.

Noncustodial Parent Choices Program

The Noncustodial Parent (NCP) Choices Program is a collaboration between TWC, the Texas Office of the Attorney General, local workforce development boards and family court judges. The program targets workforce assistance to low-income, unemployed or underemployed NCPs who are behind on their child support payments and whose children are current or former recipients of public assistance. In FY 2016, more than 5,500 Texas parents received assistance from the NCP Choices program, and more than $61 million was collected in child support payments (from all NCPs ever ordered into the program and excluding federal offsets). The program currently operates in 21 local workforce board areas. To date, more than 30,000 NCPs have been ordered into the program and more than $274 million has been collected in child support since 2005.

Independent Living Program for Older Blind Individuals

In FY 2016, TWC laid the groundwork for the transfer of independent living services for older individuals who are blind from the former Texas Department of Assistive and Rehabilitative Services to the agency on September 1, 2016. These services are provided to eligible Texans with significant visual disabilities, aged 55 years and older, to help them gain confidence and live independently in their homes and communities. Learn more by visiting **texasworkforce.org/partners/independent-living-services-older-individuals-who-are-blind**.

TANF Choices Employment Assistance Program

During FY 2016, 31,434 applicants, current recipients, non-recipient parents or former recipients of Temporary Assistance for Needy Families (TANF) cash assistance benefited from TWC's Choices program. TANF helps those in need transition from welfare to work through participation in structured job search activities. The Work First service model operates with the goal of unsubsidized employment at the earliest opportunity with temporary assistance. Workforce Solutions staff is available to provide job referrals and job search assistance using the **WorkInTexas.com** job matching networking system.

SPOTLIGHT

Training and Mentoring Program Helps Noncustodial Parents Gain Employment

Workforce Solutions for South Texas (South Texas) partnered with several agencies to help 293 noncustodial parents overcome barriers to employment and meet their financial obligations for child support. The Parenting Employment Education and Responsibility (PEER) program provides mentoring, computer skills training and help with resume building and job seeking to court-ordered noncustodial parents. PEER workshops provide participants with essential co-parenting skills and target job readiness. Seventy-eight percent of the noncustodial parents who participated are employed and making their child support payments. South Texas was recognized with a 2016 Workforce Investment Act (WIA) Dislocated Worker Training-Related Employment award for initiatives to assist dislocated workers. Workforce Solutions Cameron, Concho Valley and Lower Rio Grande Valley were also recognized with this award.

Ensuring Program Integrity, Efficiency and Compliance

Career Schools and Colleges

TWC is charged with regulating the operations of both licensed and unlicensed career schools, which are privately owned institutions offering classroom or online training with varying costs and programs. Career schools are required by Texas state law to obtain a Certificate of Approval or Letter of Exemption to operate in Texas or to solicit students from within the state.

TWC performs its regulatory functions by monitoring career schools' compliance with state law, including their ability to meet criteria regarding faculty qualifications, quality of facilities, class size, student completion rates, student employment rates and more. TWC is also charged with investigating complaints filed by students and unlicensed school reports. It also provides assistance to students who are negatively affected by sudden or unexpected career school closures. When a career school closes and displaces its students, TWC partners with the Texas Higher Education Coordinating Board to provide assistance. Affected students receive help obtaining their educational records and are provided with information about potential opportunities to transfer to other schools to complete their education.

Based on current outcome reporting data, more than 570 career schools and colleges in Texas provided vocational training and seminars to approximately 156,880 students statewide with 73.2 percent of vocational program graduates being employed in the occupational field for which they were trained.

Regulatory Integrity and Fraud Services

The Regulatory Integrity Division (RID) is tasked with preventing, identifying and stopping fraud, waste, and abuse through enforcement of all regulatory provisions of the programs under TWC's purview. Programs include unemployment insurance benefits and tax, Trade Adjustment Assistance under the Trade Act of 1974, subsidized child care benefits, grants under the Skills Development and Self-Sufficiency Funds, and all other workforce development programs under the jurisdiction of TWC's Workforce Development Division.

RID was recognized with a 2016 Best of Texas Award for Best Data Analytics/Business Intelligence Project by the Center for Digital Government for its Improve Fraud Discovery project. The project's purpose was to improve efficient and effective use of government resources and compliance with regulations and has reduced suspicious unemployment insurance detection activities by 50 percent and prevented the payment of more than $3.4 million in fraudulent unemployment insurance (UI) claims. This project benefits Texans by preserving UI Trust Fund dollars for legitimate claimants.

Rapid Process Improvement Initiatives

TWC continues to better serve Texas by doing more—more efficiently and effectively—with less effort by applying Rapid Process Improvement (RPI) methods across the agency's business areas. Using Integrated Theory of Constraints and Lean Six Sigma principles, the agency has continued to increase work output and quality. With 32 projects completed and 70 staff trained as RPI Practitioners, the agency is accomplishing its mission by bringing products and services to customers better, faster, cheaper and with even higher quality and value.

Tax Department Misclassification of Workers

TWC's Tax Department actively works with Texas businesses to reduce the impact of worker misclassification as independent contractors or contract labor. Worker misclassification can result in higher taxes for employers who properly classify their workers, and can negatively impact misclassified workers. The Tax Department finds worker misclassification when conducting employer tax audits and investigations and when processing complaints and unemployment claims for unreported workers.

In calendar year 2015, approximately 30 percent of the employers audited were found to be misclassifying their workers, with 58,920 misclassified workers and over $903 million in unreported misclassified wages identified. The occupational fields with the majority of misclassified workers included: administrative and support, waste management and remediation services, construction, accommodation and food services, transportation and warehousing.

For information to help employers properly classify workers, visit **texasworkforce.org/news/efte/ics_contract_labor.html**.

Office of Internal Audit

The Office of Internal Audit (OIA) provides independent, objective audit and non-audit services designed to add value and improve TWC's operations. Internal Audit helps the agency accomplish its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of risk management, control and governance processes across the agency's business areas.

Civil Rights Division

Protecting Civil Rights in Employment

TWC's Civil Rights Division (CRD) seeks to prevent and reduce employment and housing discrimination in the state by enforcing state law and providing compliance monitoring, education and outreach. CRD receives, investigates and seeks to mediate, settle, conciliate or litigate employment discrimination complaints filed on the basis of race, color, sex, national origin, age, religion, disability, genetic information or state military training/duty. In FY 2016, CRD closed 956 employment complaint investigations.

The majority of employment cases closed by CRD were due to no reasonable cause for discrimination. However, nearly one quarter of CRD's employment cases were closed with resolutions other than without merit. These resolutions consisted of cases with outcomes favorable to complainants, including cause findings, settlement agreements, and withdrawals with benefits. The average processing time for employment complaints resolved by CRD in FY 2016 was 108 days, as compared with 148 days in FY 2015 and 161 days in FY 2014.

Ensuring Fair Housing for Texans

CRD handles enforcement of state laws regarding housing discrimination. The division receives, investigates and seeks to conciliate housing discrimination complaints based on the Texas Fair Housing Act, which is designed to protect individuals from discriminatory housing practices in the sale, rental and financing of dwellings based on race, color, national origin, religion, sex, physical or mental disability, or familial status (presence of a child under age 18 living with parents or legal custodians, person securing custody of children under 18, or a pregnant woman). CRD investigated and closed 675 housing complaints in FY 2016.

In FY 2016, the majority of cases were closed by CRD as successful mediation. CRD also exceeded stringent U.S. Department of Housing and Urban Development (HUD) timeliness performance measures for resolution of cases during FY 2016. HUD requires that at least half of cases be resolved within 100 days and 95 percent of aged cases be closed within the current contract year. CRD met those measures at 87 percent and 100 percent, respectively.

Collaboration with Other State Agencies

Texas Education Agency and Texas Higher Education Coordinating Board

TWC is proud to partner with the Texas Education Agency (TEA) and Texas Higher Education Coordinating Board (THECB) to ensure student outcomes are aligned with job skills needed by employers. TWC assists with this by sharing labor market and career information and providing online tools. TWC, along with TEA and THECB also participated in the Governor's Tri-Agency Workforce Initiative to assess economic activity, examine workforce challenges and opportunities and consider innovative approaches to meeting the state's education and workforce goals. For the 60x30TX Higher Education Plan, the agencies are working together to meet the goal of having 60 percent of Texans ages 25 to 34 achieve an industry-recognized certificate or postsecondary degree by 2030 through integrated training and adult education opportunities, while ensuring these Texans graduate with manageable debt. The agencies also partner for the Accelerate Texas initiative to help adult students acquire basic skills and progress on a pathway toward a high-demand occupation.

Texas Department of Assistive and Rehabilitative Services

TWC collaborated with the former Texas Department of Assistive and Rehabilitative Services (DARS) to transfer the vocational rehabilitation and independent living for older individuals who are blind services to TWC as required by legislation authorized during the 84th Texas Legislative Session. Cross-agency transition teams worked together to successfully transfer services to TWC on September 1, 2016. The efforts of these transition teams were essential to ensuring continuity in customers' ability to receive transferring services, as well as minimal disruption to the staff who transferred to TWC to support these services.

Texas State Technical College, Texas Engineering Extension Service and Public Community Colleges

TWC collaborates with Texas public community and technical colleges and Texas A&M Engineering Extension Service (TEEX) to support job-training through initiatives such as the Skills Development Fund program. Through this collaboration, employers who need to find skilled workers or upgrade the skills of their current workforce to meet the demands of the changing global market are served with customized training solutions provided by a partnering educational institution.

Texas Office of the Attorney General

TWC coordinates with the Texas Office of the Attorney General (OAG) to use information from OAG's New Hire database to cross-match hiring information on unemployment insurance claimants to reduce overpayment of benefits, recover past overpayments and facilitate the payment of child support. Both agencies collaborate with child support courts to provide job-placement assistance for noncustodial parents so they can pay child support. TWC also partners with OAG to support its Human Trafficking Task Force, which includes representatives of local law enforcement agencies, prosecutors and non-governmental agencies. The task force assists with the identification, investigation and prosecution of human trafficking statewide with the goal of preventing human trafficking in Texas.

Texas Department of Family and Protective Services

TWC works with the Texas Department of Family and Protective Services (DFPS) to provide child care services to children in foster care or in the custody of Child Protective Services. DFPS monitors child care facilities across Texas to ensure that children receiving subsidized child care from TWC are in a safe and high-quality environment.

Texas Veterans Commission

TWC partners with the Texas Veterans Commission (TVC) to provide Veterans Resource and Referral Specialists through the Texas Veterans Leadership Program to assist veterans returning from Iraq and Afghanistan. The agencies help direct returning veterans to resources that will help them transition to the civilian workforce and provide training and employment assistance.

Texas Workforce Investment Council

As a member of the Governor's Texas Workforce Investment Council (TWIC), TWC helps develop statewide workforce strategies and goals, provides recommendations on local workforce development board plans and modifications, and submits board plans to the governor for final approval. TWIC reviews each board plan to ensure that local goals and objectives are consistent with statewide long-term objectives and reports annually to the governor and the Texas Legislature on the implementation of the system strategic plan.

Texas Department of Housing and Community Affairs

The TWC Civil Rights Division works closely with the Texas Department of Housing and Community Affairs (TDHCA) to ensure that all Texans are able to access affordable housing and that no one is denied housing because of race, color, national origin, religion, sex, physical or mental disability, or familial status (presence of a child under age 18 living with parents or legal custodians, person securing custody of children under 18, or a pregnant woman).

Texas Health and Human Services Commission

TWC collaborated with the Health and Human Services Commission (HHSC) to transfer services from the former Texas Department of Assistive and Rehabilitative Services (DARS) to either TWC or HHSC as required by legislation authorized during the 84th Texas Legislative Session. Cross-agency transition teams worked together to successfully transfer services to HHSC and TWC on September 1, 2016. The efforts of these transition teams were essential to ensuring continuity in customers' ability to receive services, as well as minimal disruption to transferring staff. TWC and HHSC continue coordinating to provide referral services to help customers identify the correct agency from which to receive needed services post-transfer.

Local Workforce Development Boards

ALAMO
Board Expenditures: $ 70,156,375*
Number of Workforce Solutions Offices: 17
210-272-3260
www.workforcesolutionsalamo.org

BORDERPLEX
Board Expenditures: $ 35,638,342*
Number of Workforce Solutions Offices: 11
915-887-2200
www.borderplexjobs.com

BRAZOS VALLEY
Board Expenditures: $ 10,035,833*
Number of Workforce Solutions Offices: 6
979-595-2800
www.bvjobs.org

CAMERON COUNTY
Board Expenditures: $ 20,368,969*
Number of Workforce Solutions Offices: 4
956-548-6700
www.wfscameron.org

CAPITAL AREA
Board Expenditures $ 33,060,984*
Number of Workforce Solutions Offices: 3
512-597-7100
www.wfscapitalarea.com

CENTRAL TEXAS
Board Expenditures: $ 18,727,074*
Number of Workforce Solutions Offices: 5
254-939-3771
www.workforcelink.com

COASTAL BEND
Board Expenditures: $ 20,108,965*
Number of Workforce Solutions Offices: 9
361-885-3016
www.workforcesolutionscb.org

CONCHO VALLEY
Board Expenditures: $ 5,600,466*
Number of Workforce Solutions Offices: 1
325-653-2321
www.cvworkforce.org

DALLAS COUNTY
Board Expenditures: $ 87,004,265*
Number of Workforce Solutions Offices: 9
214-290-1000
www.wfsdallas.com

DEEP EAST TEXAS
Board Expenditures: $ 14,200,503*
Number of Workforce Solutions Offices: 6
936-639-8898
www.detwork.org

EAST TEXAS
Board Expenditures: $ 27,789,051*
Number of Workforce Solutions Offices: 14
903-984-8641
www.easttexasworkforce.org

GOLDEN CRESCENT
Board Expenditures: $ 6,649,167*
Number of Workforce Solutions Offices: 8
361-576-5872
www.gcworkforce.org

GULF COAST
Board Expenditures: $ 188,228,678*
Number of Workforce Solutions Offices: 28
713-627-3200; 888-469-5627
www.wrksolutions.com

HEART OF TEXAS
Board Expenditures: $ 11,865,825*
Number of Workforce Solutions Offices: 4
254-296-5300
www.hotworkforce.com

LOWER RIO GRANDE VALLEY
Board Expenditures: $ 43,417,398*
Number of Workforce Solutions Offices: 5
956-928-5000
www.wfsolutions.org

MIDDLE RIO GRANDE
Board Expenditures: $ 8,160,562*
Number of Workforce Solutions Offices: 6
830-591-0141
www.mrgwb.org

NORTH CENTRAL
Board Expenditures: $ 57,689,450*
Number of Workforce Solutions Offices: 15
817-695-9184
www.dfwjobs.com

NORTHEAST TEXAS
Board Expenditures: $ 10,886,030*
Number of Workforce Solutions Offices: 4
903-794-9490
www.netxworkforce.org

NORTH TEXAS
Board Expenditures: $ 6,858,856*
Number of Workforce Solutions Offices: 4
940-767-1432
www.ntxworksolutions.org

PANHANDLE
Board Expenditures: $ 12,798,346*
Number of Workforce Solutions Offices: 1
806-372-3381
www.wspanhandle.com

PERMIAN BASIN
Board Expenditures: $ 12,692,903*
Number of Workforce Solutions Offices: 5
432-563-5239
www.workforcepb.org

RURAL CAPITAL AREA
Board Expenditures: $ 22,967,582*
Number of Workforce Solutions Offices: 9
512-244-7966
www.workforcesolutionsrca.com

SOUTHEAST TEXAS
Board Expenditures: $ 14,171,823*
Number of Workforce Solutions Offices: 3
409-719-4750
www.setworks.org

SOUTH PLAINS
Board Expenditures: $ 16,479,179*
Number of Workforce Solutions Offices: 8
806-744-1987
www.spworkforce.org

SOUTH TEXAS
Board Expenditures: $ 12,284,234*
Number of Workforce Solutions Offices: 21
956-722-3973
www.southtexasworkforce.org

TARRANT COUNTY
Board Expenditures: $ 56,187,018*
Number of Workforce Solutions Offices: 6
817-413-4400
www.workforcesolutions.net

TEXOMA
Board Expenditures: $ 6,195,590*
Number of Workforce Solutions Offices: 3
903-957-7408
www.workforcesolutionstexoma.com

WEST CENTRAL
Board Expenditures: $ 10,506,315*
Number of Workforce Solutions Offices: 4
325-795-4200; 800-457-5633
www.workforcesystem.org

***American Recovery and Reinvestment Act funding allocations not included**

Finding Workforce Solutions for Texas Communities

TEXAS WORKFORCE SOLUTIONS

Finding quality workforce solutions for Texas employers and job seekers is a responsibility shared by TWC and its 28 local workforce development board partners. Local Workforce Solutions board partners decide how services are provided within their communities so that employers and job seekers are receiving services attuned to their needs. This employer-driven system results in thoroughly integrated local solutions that create a workforce with in-demand skills for each region. Local workforce boards also plan and deliver employment and recruitment services that help employers find qualified workers for their openings by screening applicants, scheduling interviews, providing space for interviews when needed and assisting with job fairs.

Each local board offers services to job seekers through Workforce Solutions offices that serve as one-stop career centers. Each center offers a broad range of services to help connect individuals to training or employment opportunities. Through a combination of job-search and career resources including workshops, job fairs, résumé writing assistance, access to computers and networking opportunities, employment specialists provide personalized services to help any Texan in need of this assistance.

In addition, local boards leverage available resources to provide assistance with support services like child care and transportation for those who qualify to enable them to access employment or training to help them prepare for employment.

In FY 2016, Workforce Solutions boards went above and beyond to address the needs of their communities.

During the year, local workforce development boards:

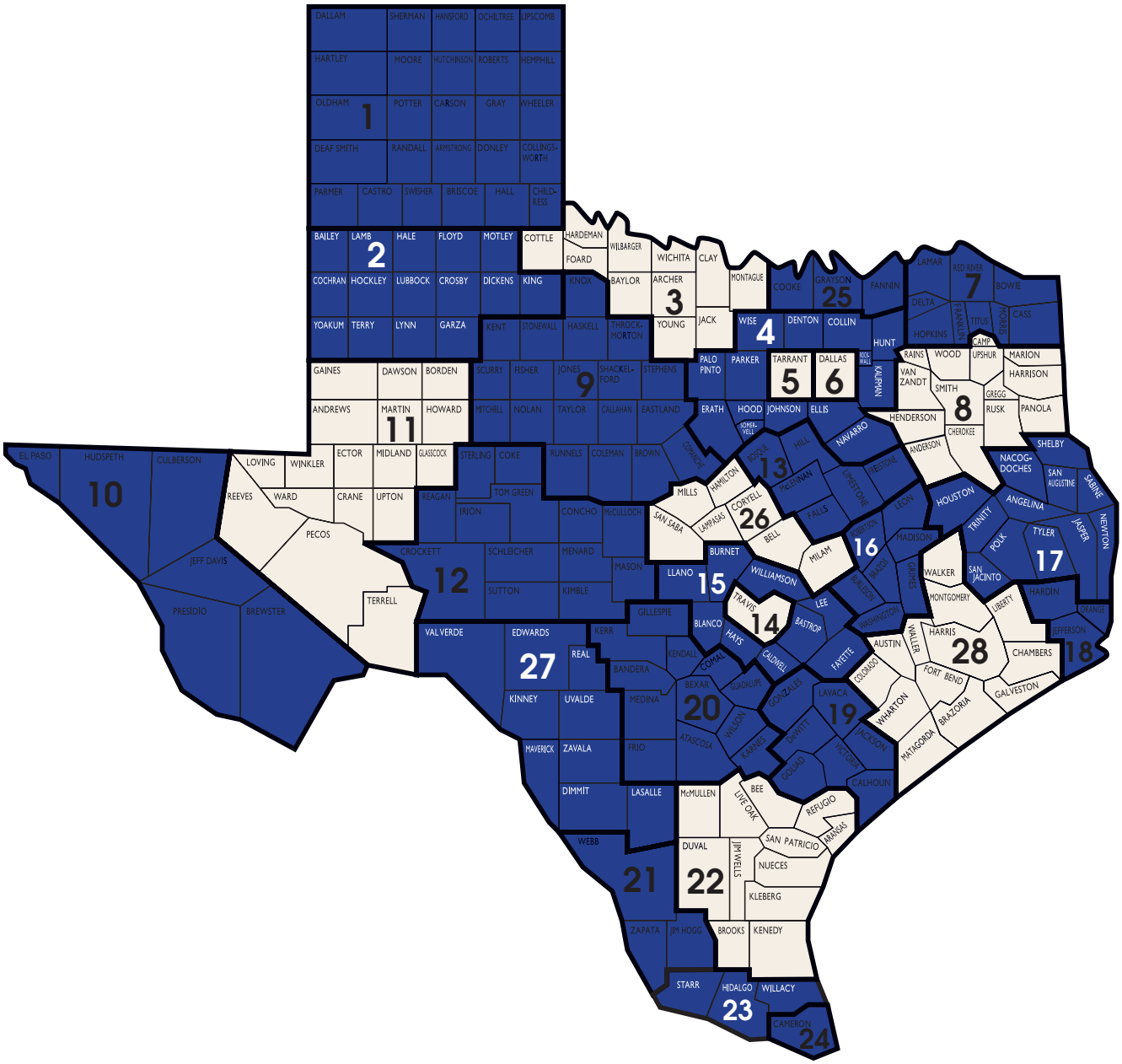
- Put Texans to work (connected job seekers to employers)
- Partnered with employers to develop worker training and education models
- Hosted business and industry roundtables and events to identify employer needs
- Partnered with economic development entities to address community workforce needs
- Adapted technology to make services mobile to reach rural communities
- Developed programs to promote literacy and achievement of a high school diploma or its equivalent
- Coordinated efforts with military installations to assist service members transitioning to civilian work
- Partnered with community colleges to create training opportunities to supply workers with in-demand skills
- Developed innovative solutions and technology advances with models that can be shared and replicated across the state
- Created training opportunities for incumbent workers to advance in employment and improve skills in local workforce pool
- Provided human resource services for employers in their communities

- Developed student programs and internship opportunities and worked with local school districts to prepare students for work
- Organized and served on collaborative teams with local leaders and industry representatives
- Promoted in-demand careers to students and job seekers
- Developed educational programs to promote literacy, financial wisdom and to provided tax preparation assistance
- Offered soft skills training and networking opportunities for job seekers to help them prepare for and find employment
- Provided rapid response services to quickly assist workers affected by mass layoffs
- Helped place job seekers with disabilities in competitive jobs
- Partnered with media outlets to promote hot jobs in their communities
- Provided programs to help individuals overcome barriers to employment
- Promoted career-ready students through teacher externship programs that allowed teachers to gain real-world experience to help them adapt classroom instruction into hands-on learning applications
- Organized programs that helped job seekers prepare for interviews through résumé-writing, mock interview practice and access to appropriate clothing through community partnerships and donations
- Made referrals to Adult Education and Literacy resources to help adults gain the basic education they need to become employable
- Provided labor market information to businesses so that they could make informed workforce decisions
- Developed public transportation programs to help residents find and maintain jobs
- Worked with other agencies to help noncustodial parents overcome barriers to employment so that they could find work and support their children
- Relocated career centers within community college facilities to better serve students through on-site job placement
- Offered child care services to individuals as they received critical workforce services
- Created or supported events to draw awareness to the benefits of hiring people with disabilities and to connect employers with valuable workers who have disabilities so that their business could benefit from a diverse workforce and the job seekers could gain competitive employment
- Supported or developed career awareness events for middle and high school students to help them identify their career options
- Served rural communities through mobile career centers
- Partnered with employers to provide specialized training for in-demand occupations
- Promoted entrepreneurial endeavors through workshop and mentoring programs
- Worked with industry and education organizations to create certification programs to help workers gain in-demand skills
- Partnered with employers to develop internship opportunities for students
- Collaborated with their communities to develop training and retraining programs that prepare individuals for work in high-demand occupations like healthcare, construction, manufacturing, STEM disciplines, truck driving and many others
- Facilitated Skills Development Fund training grant applications to help employers partner with local community colleges to develop and implement needed training for incumbent and new workers
- Worked with local schools to develop dropout prevention programs
- Promoted career education awareness for students with disabilities
- Developed youth employment programs to help young people gain employment skills
- Enhanced community child care programs through specialized training opportunities, parent education, provider workshops and professional development opportunities, educational resources and supplies, and certification guidance

These are just some of the many ways that the Workforce Solutions network served the people of Texas.

Local Workforce Development Board Partner

1. Panhandle
2. South Plains
3. North Texas
4. North Central
5. Tarrant County
6. Dallas
7. Northeast
8. East Texas
9. West Central
10. Borderplex
11. Permian Basin
12. Concho Valley
13. Heart of Texas
14. Capital Area
15. Rural Capital
16. Brazos Valley
17. Deep East Texas
18. Southeast 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



Unemployment Compensation Trust Fund

For Years Ending August 31, 2012 through 2016 [1]

For all data, amounts are in millions. Parentheses indicate negative amounts.

	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Net Position at September 1	**$(813.1)**	**$29.3**	**$677.3**	**$1,213.7**	**$1,478.2**
REVENUES:					
Unemployment Taxes	2,517.5	2,419.6	2,200.4	2,146.7	2,044.4
Federal Revenues [2, 3]	2,735.0	1,475.6	446.6	99.9	91.5
Contributions from Directly Reimbursing Employers	191.6	101.7	105.9	78.6	65.3
Reimbursement for Out-of-State Claimants	55.5	60.5	75.7	89.0	92.6
Obligation Assessment	376.8	329.6	331.9	349.7	325.3
Interest Income	22.6	33.2	39.3	43.3	31.0
Total Revenues	**5,899.0**	**4,420.2**	**3,199.8**	**2,807.2**	**2,650.1**
EXPENDITURES:					
State Unemployment Benefits	(2,329.7)	(2,343.6)	(2,282.2)	$(2,475.8)	(3,049.7)
Federal Unemployment Benefits [2]	(2,625.0)	(1,357.0)	(328.4)	9.2	(1.7)
Benefits Paid to Former Federal Employees and Individuals Affected by Trade Agreements/Natural Disasters [3]	(110.0)	(118.6)	(118.2)	(109.0)	(89.9)
Interest Expenses [4]	(50.1)	(33.5)	(23.4)	(9.9)	(4.5)
Other Non-Operating Bond Related Expenses	(3.0)	(2.2)	(6.9)	–	–
Total Expenditures	**(5,117.8)**	**(3,854.9)**	**(2,759.1)**	**(2,585.5)**	**(3,145.8)**
TRANSFERS:					
Employment and Training Investment Assessment	86.8	92.8	95.7	42.8	–
Unemployment Administration Account Transfers	(25.6)	(10.1)	–	–	–
NET TRANFERS:	**61.2**	**82.7**	**95.7**	**42.8**	**–**
Total Net Position at August 31	**$29.3**	**$677.3**	**$1,213.7**	**$1,478.2**	**$982.5**
Net Position Restricted For:					
Unemployment Trust Fund	$1,481.1	$1,845.0	$2,079.5	$2,003.8	$1,187.0
Debt Retirement for Unemployment Revenue Bonds	(1,461.9)	(1,167.7)	(865.8)	(525.6)	(204.5)
Other – Unemployment Insurance Administration	10.1	–			
Total Net Position at August 31, as above	**$29.3**	**$677.3**	**$1,213.7**	**$1,478.2**	**$982.5**

Chart Notes

[1] The State of Texas Unemployment Compensation Fund includes the following funds and accounts: Unemployment Compensation Clearance Account (Fund 0936); Unemployment Compensation Benefit Account (Fund 0937); Unemployment Trust Fund Account (Fund 0938); TWC Unemployment Compensation Revenue Bond Fund (Fund 0367); and TWC Obligation Trust Fund (Fund 0844).

[2] By 2012 fiscal year end Texas claimants were eligible for 34 weeks of EUC benefits and by FY 2013 fiscal year end the EUC benefits had dropped to 28 weeks. The EUC program expired completely on December 31, 2013.

[3] The federal government reimburses the amount of unemployment benefits paid to former federal employees, including ex-military personnel, and for unemployment benefits paid to individuals losing their job as a result of a trade agreement or a natural disaster. Additionally, all federal benefit overpayment recoveries are included in this line item for FY 2015 and beyond.

[4] Interest expense is for unemployment revenue bonds. The Commission issued $2.1 billion in revenue bonds in November and December of 2010. The proceeds from the 2010 revenue bonds were used to pay off the Title XII federal advances received from the U.S. Treasury as well as to provide working capital for the unemployment trust fund. The Commission took advantage of lower interest rates in May 2014 to partially refund 2010 revenue bonds with 2014 refunding revenue bonds. The 2014 bond refunding achieved an economic gain of $24.1 million. The bonds are expected to be paid off in 2017.

Civil Rights Division Appendix 1

Statewide Agencies New Hires and Workforce Summary

The following tables illustrate statewide agency new hires and workforce data and discrimination complaint reports.

Statewide Agency Reporting Group New Hires *For September 1, 2015—August 31, 2016*						
Code	Job Category	Total # of New Hires	Total # of African Americans	Total # of Hispanic Americans	Total # of Females	Total # of Others
A	Officials/Administrators	2,613	223	422	1,364	943
C	Administrative Support	12,905	2,065	4,580	9,748	1,652
M	Service/Maintenance	3,429	912	1,209	1,533	794
P	Professionals	33,906	3,528	5,880	18,712	11,528
Q	Para-Professional	6,634	2,473	1,971	4,188	901
R	Protective Services	11,571	4,061	2,666	5,166	2,956
S	Skilled/Craft	1,252	77	406	72	722
T	Technicians	10,882	1,779	2,687	6,480	2,900
Total		**83,142**	**15,118**	**19,821**	**47,263**	**22,396**

Statewide Agency Reporting Group Workforce *For September 1, 2015—August 31, 2016*						
Code	Job Category	Total # of Employees	Total # of African Americans	Total # of Hispanic Americans	Total # of Females	Total # of Other
A	Officials/Administrators	21,372	2,350	3,288	11,371	7,688
C	Administrative Support	49,354	8,920	15,774	40,514	4,605
M	Service/Maintenance	14,592	3,654	5,117	6,434	3,650
P	Professionals	169,619	18,653	26,804	95,378	57,938
Q	Para-Professional	22,762	7,970	6,758	16,024	2,472
R	Protective Services	52,900	17,743	12,267	23,909	14,113
S	Skilled/Craft	10,440	885	2,778	666	6,362
T	Technicians	43,000	7,930	10,968	25,888	11,252
Total		**384,039**	**68,105**	**83,754**	**220,184**	**108,080**

DATA FROM THE COMPTROLLER OF PUBLIC ACCOUNTS

Civil Rights Division Appendix 2

Employment Discrimination Complaints

The following table illustrates the basis of employment complaints received both statewide and by CRD in FY 2016. Statewide, retaliation was the most common basis for employment complaints in FY 2016, followed by race. For CRD, the most common basis was sex, followed by retaliation in FY 2016. For the past three fiscal years, the most common bases of complaints changed in ranking, but did not substantially differ.

Table 1. CRD and Statewide Employment Complaints – Filed by Basis

CIVIL RIGHTS DIVISION			STATEWIDE		
Basis	**Number**	**Percent**	**Basis**	**Number**	**Percent**
Sex	310	32%	Sex	3,318	30%
Race	265	28%	Race	3,766	34%
Color	201	21%	Color	626	6%
Age	292	31%	Age	2,437	22%
Disability	273	29%	Disability	3,262	30%
National origin	298	31%	National origin	1,614	15%
Religion	39	4%	Religion	428	4%
Retaliation	305	32%	Retaliation	5,531	48%
Genetic information	0	0%	Genetic information	26	0%
Other	0	0%	Other	108	1%
Total Filed*	**956**	**N/A**	**Total Filed***	**11,056**	**N/A**

*Note: CRD numbers are a subset of the State numbers. There were a total of 956 CRD Charges and a total of 11,056 State Charges in FY 2016. Since some charges filed involve multiple bases, the columns listing the number of charges do not equal, but rather exceed, the totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

Tables 2 and 3 illustrate the issues received and types of closures by CRD and statewide in FY 2016. Discharge and harassment were the most common issues for employment discrimination complaints filed with CRD and Statewide. For CRD and Statewide the complaint issues and closure types tracked similarly to FY 2015.

Table 2. CRD and Statewide Employment Complaints – Filed by Issue

CIVIL RIGHTS DIVISION			STATEWIDE		
Issues	**Number**	**Percent**	**Issues**	**Number**	**Percent**
Discharge	610	64%	Discharge	6,542	59%
Terms and Conditions	149	16%	Terms and Conditions	2,511	23%
Sexual Harassment	106	11%	Sexual Harassment	894	8%
Promotion	54	6%	Promotion	581	5%
Hiring	41	4%	Hiring	499	5%
Demotion	56	5%	Demotion	347	3%
Layoff	32	3%	Layoff	256	2%
Wages	72	8%	Wages	648	6%
Reasonable Accommodation	77	8%	Reasonable Accommodation	140	1%
Benefits	4	0%	Benefits	163	1%
Discipline	97	10%	Discipline	1,423	13%
Harassment	323	34%	Harassment	2,769	25%
Language/Accent Issue	0	0%	Language/Accent Issue	31	0%
Other	149	16%	Other	3,697	33%
Total Filed*	**956**	**N/A**	**Total Filed***	**11,056**	**N/A**

*Note: CRD numbers are a subset of the State numbers. There were a total of 956 CRD Charges and a total of 11,056 State Charges in FY 2016. Since some charges filed involve multiple issues, the columns listing the number of charges do not equal, but rather exceed, the totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

Table 3. Closed CRD and Statewide Employment Complaints by Type of Closure

CIVIL RIGHTS DIVISION			STATEWIDE		
Closure Type	**Number**	**Percent**	**Closure Type**	**Number**	**Percent**
Administrative Closures	114	12%	Administrative Closures	1,709	17%
No Cause Finding	642	66%	No Cause Finding	6,323	64%
Settlement	107	11%	Settlement	858	9%
Withdrawal w/ Benefits	109	11%	Withdrawal w/ Benefits	864	9%
Successful Conciliation	0	0%	Successful Conciliation	59	1%
Unsuccessful Conciliation	0	0%	Unsuccessful Conciliation	58	1%
Total	**972**	**100%**	**Total**	**9,871**	**100%**
Cause Finding	**2**		**Cause Finding**	**168**	

*Notes: The total number of closures reported by CRD and statewide above is derived from a report generated by the EEOC from the EEOC's Integrated Mission System (IMS). This figure is preliminary and pending release of final EEOC official data. Also, note that cause finding cases do not necessarily close within the same fiscal year. Of the two cause findings for CRD, both were counted as administrative closures by IMS and fully closed during FY 2016, so those closures appear in the total of 972. Further, note that Administrative Closures also include Right to Sue issued, Failure to Cooperate, Lack of Jurisdiction, and Failure to Locate.

Civil Rights Division Appendix 3

Housing Discrimination Complaints

The following table demonstrates the basis of housing complaints received both statewide and by CRD in FY 2016. As in FY 2015, disability, followed by race, were the most common bases of housing complaints filed with CRD and Statewide.

Table 4. CRD and Statewide Housing Complaints – Filed by Basis

CIVIL RIGHTS DIVISION			STATEWIDE		
Basis	**Number**	**Percent**	**Basis**	**Number**	**Percent**
Disability	567	77%	**Disability**	781	67%
Race	127	17%	**Race**	251	21%
Sex	19	3%	**Sex**	90	8%
Familial Status	28	4%	**Familial Status**	57	5%
National origin	43	6%	**National origin**	87	7%
Color	0	0%	**Color**	0	0%
Retaliation	19	3%	**Retaliation**	48	4%
Religion	7	1%	**Religion**	10	1%
Total Filed*	**741**	**N/A**	**Total Filed***	**1,171**	**N/A**

*Note: CRD numbers are a subset of the State numbers. There were a total of 741 cases filed with CRD and 1,171 cases filed Statewide. Since some complaints filed involve multiple bases, the columns listing the number of complaints do not equal, but rather exceed, the totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

Tables 5 and 6 illustrate the issues received and types of closures by CRD and Statewide in FY 2016. The majority of the complaints filed with CRD and statewide involved discriminatory terms and conditions of sale, rental, or provision of services as an issue. Reasonable accommodation was the second most common issue in FY 2016. In FY 2015, terms and conditions, followed by refusal to rent, were the major issues filed with CRD and Statewide. In FY 2016 the most common types of closure were successful conciliation, followed by no reasonable cause, while in FY 2015 those two categories were interchanged.

Table 5. CRD and Statewide Housing Complaints – Filed by Issue

CIVIL RIGHTS DIVISION			STATEWIDE		
Issue	**Number**	**Percent**	**Issue**	**Number**	**Percent**
Terms & Conditions	592	80%	**Terms and Conditions**	945	81%
Refusal to Rent	145	20%	**Refusal to Rent**	275	24%
Refusal to Sell	4	1%	**Refusal to Sell**	12	1%
Discriminatory Financing	6	1%	**Discriminatory Financing**	11	1%
Discriminatory Advertising	41	6%	**Discriminatory Advertising**	50	4%
False Representation	11	2%	**False Representation**	18	2%
Intimidation/Interference	126	17%	**Intimidation/Interference**	223	20%
Reasonable Accommodation	512	69%	**Reasonable Accommodation**	654	56%
Reasonable Modification	8	1%	**Reasonable Modification**	21	2%
Other	20	3%	**Other**	26	2%
Total Filed*	**741**	**N/A**	**Total Filed***	**1,171**	**N/A**

*Note: CRD numbers are a subset of State numbers. There were a total of 741 cases filed with CRD and 1,171 cases filed Statewide. Since some complaints filed involve multiple issues, the columns listing the number of complaints do not equal, but rather exceed, the totals. Likewise, the percentages were calculated based on the total charges filed, and the percentages will total more than 100%.

Table 6. Closed CRD and Statewide Housing Complaints by Type of Closure

CIVIL RIGHTS DIVISION			STATEWIDE		
Closure Type	Number	Percent	Closure Type	Number	Percent
Cause*	5	1%	Cause*	9	1%
No Reasonable Cause	221	33%	No Reasonable Cause	427	35%
Successful Conciliation*	377	56%	Successful Conciliation*	633	52%
Withdrawal after Resolution	31	5%	Withdrawal after Resolution	81	7%
Complainant Withdrawal	9	1%	Complainant Withdrawal	20	2%
Failure to Cooperate	14	2%	Failure to Cooperate	28	2%
Lack of Jurisdiction	8	1%	Lack of Jurisdiction	10	1%
Unable to Locate	7	1%	Unable to Locate	7	0%
Untimely Filed	0	0%	Untimely Filed	0	0%
Judicial Consent	2	0%	Judicial Consent	3	0%
Other*	6	1%	Other*	12	1%
Total	**675**	**100%**	**Total**	**1,221**	**N/A**

*Note: Cause cases reflected above may or may not have been closed during FY 2016. The fiscal year that a cause case is closed may differ and will be reflected as Successful Conciliation, Judicial Consent or other. Also, housing closure types do not include a Right to Sue issued category as do equal employment opportunity closures. The Other category includes Litigation Ending in No Discrimination and U.S. Department of Justice Dismissal.

Civil Rights Division Appendix 4

State Agency Policy Reviews and Discrimination Complaints

As a result of CRD's monitoring of the personnel policies and procedures of state agencies and institutions of higher learning ("agencies") per Texas Labor Code Chapter 21, the division found that instances of noncompliance (prior to implementing recommendations) were most common in the area of hiring process/recruitment plan. (See Table 7). The non-compliance was often attributable to agencies failing to implement the steps set forth in their plans for recruitment of underutilized minority groups and women. Noncompliance in Equal Employment Opportunity (EEO) training was greater in those agencies reviewed in FY 2016 as compared with the agencies reviewed in FY 2015, but the non-compliant agencies used TWC's training module or other approved training to educate their employees before the end of the fiscal year.

In accordance with Texas Government Code Section 2052.003 and state agencies' enabling statutes, CRD reviewed five submissions of equal employment opportunity personnel policy statements, including a) policies relating to recruitment, evaluation, selection, training, and promotion of personnel, and b) workforce analyses and recruitment plans, setting forth reasonable methods to achieve compliance with state and federal law. All of the agencies' submissions were in compliance or became in compliance after implementation of CRD's recommendations.

Pursuant to Sec. 21.556 of the Texas Labor Code, a state agency that receives three or more complaints of employment discrimination in a fiscal year, other than complaints determined to be without merit, shall provide a comprehensive EEO training program to appropriate supervisory and managerial employees. No state agency received three complaints other than without merit in FY 2016. All of the complaints involved disability as an issue and the most common issue was reasonable accommodation. The majority of complaints were settled. (See tables 8 through 10 on next pages).

Table 7. Instances of Non-Compliance by State Agencies with Most Common Personnel Policies and Procedures Review Categories

Category of Non-Compliance	FY14	Percent	FY15	Percent	FY16	Percent
Hiring Process/Recruitment Plan	6	12%	24	24%	20	33%
Performance Evaluations	8	16%	15	24%	17	28%
Reasonable Accommodations	14	29%	14	22%	9	15%
EEO Training	21	43%	10	16%	15	24%
Total	**49**	**100%**	**63**	**100%**	**61**	**100%**

There were a total of 12 state agencies having complaints other than without merit, four of which received two complaints. The percentage is calculated based on the total number of complaints other than without merit (16). Often, complaints were filed with multiple bases and issues. There were 33 total bases and 36 total issues. Therefore, the percentages in Tables 8 and 9 will total more than 100%.

Table 8. State Agency Discrimination Complaints Other Than Without Merit – Filed by Basis

Type of Closure	Number	Percent
Sex	2	13%
Race	5	31%
Color	0	0%
Age	3	19%
Disability	16	100%
National Origin	1	6%
Religion	0	0%
Retaliation	6	38%
Genetic Information	0	0%
Other	0	0%

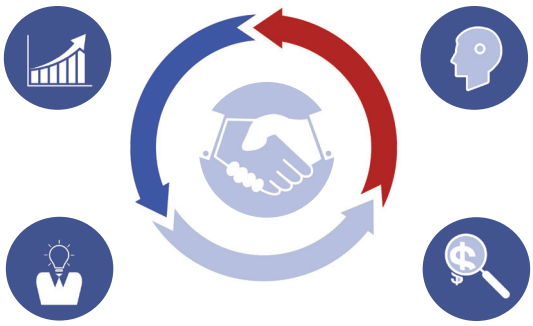
Table 9. State Agency Discrimination Complaints Other Than Without Merit – Filed by Issue

Issue	Number	Percent
Discharge	5	31%
Terms and Conditions	5	31%
Sexual Harassment	0	0%
Promotion	1	6%
Hiring	1	6%
Demotion	1	6%
Layoff	0	0%
Wages	2	13%
Reasonable Accommodations	7	44%
Benefits	1	6%
Discipline	3	19%
Harassment	4	25%
Language/Accent Issue	1	6%
Other	5	31%

Table 10. State Agency Discrimination Complaints Other Than Without Merit – By Type of Closure

There were a total of 12 state agencies having complaints other than without merit, four of which received two complaints. The percentage is calculated based on the total number of complaints other than without merit (16).

Type of Closure	Number	Percent
Withdrawal with Benefits	6	38%
Cases Settled with Benefits	10	63%
Conciliation Failure	0	0%
Cause Finding	0	0%
Total	**16**	



Statewide Workforce by the Numbers – 2016

1	Large Employer of the Year: Lockheed Martin Corporation
1	Small Employer of the Year: Klein Tools Inc.
13.3	Million workers in Texas[1]
28	Local Employers of Excellence
28	Local workforce development boards
98	Texas businesses with workers who received training through Skills Development Fund partnerships with local community and technical colleges
4,226	Employment and housing discrimination and child labor investigations conducted
7,065	Apprentices or journey workers received training
89,135	Employers received Texas Workforce Solutions and other outreach services
168,500	Jobs were added in Texas
515,644	Employers doing business in Texas[2]
1,200,000	Job seekers received employment services
$37,839,088	Child care matching amount secured by local workforce development boards
$72,036,626	Federal child care amount matched using amounts secured by local workforce development boards
$1,206,651,915	Operating budget for the Texas Workforce Commission
$3,141,307,615	Amount of total, regular emergency and extended unemployment benefits paid

[1] U.S. Department of Labor Bureau of Labor Statistics civilian labor force estimates for Texas Metropolitan Statistical Area August 2016.

[2] Number of registered employer tax accounts during 2nd quarter 2016

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