

# Solutions

WINTER 2017 VOLUME 14, NO. 1

## TEXAS WORKFORCE COMMISSION *introduces*



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## Texas Workforce Commission

### Andres Alcantar

*Chairman, Commissioner Representing the Public*

### Ruth R. Hughs

*Commissioner Representing Employers*

### Julian Alvarez

*Commissioner Representing Labor*

Communications Director

Lisa Givens

Designer & Photographer

Lori Najvar

Writer

Ronnie Burchett

Writer

Justin Minsker

Writer

W. J. Scott

### Email Solutions staff at [solutions@twc.state.tx.us](mailto:solutions@twc.state.tx.us)

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Texas ended 2016 on a strong note with the addition of 193,800 jobs over the year, and our labor force continues to provide existing and emerging industries with the skills and expertise needed to keep our economy thriving.

We are proud of the work the Apprenticeship Training Program provides to assist industries by creating training programs that develop a highly skilled workforce in the Lone Star state. Apprentices receive on-the-job-training in industries such as construction, manufacturing and telecommunications. The program prepares individuals for life-long careers in over 1,200 possible trade or craft occupations with competitive wage opportunities. On November 1, 2016, Texas Workforce Commission was awarded an ApprenticeshipUSA State Expansion Grant from the U.S. Department of Labor Employment and Training Administration to expand apprenticeship programs throughout Texas.

## Keep Texas economy thriving through skills and education

Also launched this quarter was the Texas Internship Challenge, a joint partnership between TWC, the Texas Education Agency and the Higher Education Coordinating Board. We are challenging industries and employers to offer paid internships; universities and colleges to promote the campaign and grant academic credit for internship opportunities; and students to apply for and accept these internships. Students who take part in an internship benefit from mentoring, career guidance, identification of marketable skills and learning about high-demand occupations. Employers will benefit from the opportunity to explore candidates for full-time recruitment and leverage the developing skill sets and perspectives of students, while also highlighting careers in their industries.

As Texas continues to rank among the top states for job growth, pro-business environment and economic climate, workforce professionals from around the state celebrated the work of large and small employers as well as Texas Workforce Solutions partners at the 20th Annual Texas Workforce Conference in Houston.

Co-hosted by the Texas Chapter of the International Association of Workforce Professionals, the conference featured nationally-recognized speakers who presented on employee engagement, workplace culture and building public-private partnerships to address current and future workplace demands.

Texas' labor force is the backbone of the state's economy, which offers many diverse opportunities to job seekers. We will continue to work closely with all of our local workforce boards and community partners to craft solutions to increase the state's workforce. I appreciate all of the hard work of our staff as we deliver excellent workforce programs and services across this great state. ■

**Julian Alvarez**  
| Commissioner Representing Labor



## NOT YOUR TYPICAL CLASSROOM

BY RONNIE BURCHETT

Apprenticeships in a variety of industries are seeing a resurgence because of the increasing need to replace retiring workers, and a boost in funding to expand this important workforce training method. Apprenticeships offer more than a limited opportunity to learn a trade; apprenticeships offer a practical, hands-on learning experience taught by knowledgeable journey workers for any job seeker considering a career in a growing industry and offering competitive salaries.

Apprenticeship programs give employers the opportunity to continually build an experienced labor force. Apprenticeships are available in a variety of traditional and non-traditional occupations such as plumbing, technology, robotics and health care.

A diverse pool of apprentices include more women entering the program. As a third year electrical apprentice, Michelle Emory began the program at the age of 53. While Emory found the program physically challenging at first, she soon learned that the program also challenged her intellect. "I am very effective at my job because of what I have learned in the program. I am empowered by the knowledge I've acquired. Apprenticeship is an affordable alternative to traditional college," said Emory. Emory works as an apprentice for JBT Aerospace. She is employed as an electrical apprentice at the DFW airport while attending training classes once a week. She has the option to continue her employment at the airport once she has achieved her certification as a journeyworker.

Through the Texas Workforce Commission's (TWC) **Apprenticeship Texas** grant funds support apprenticeship programs at local community colleges and independent school districts to support the cost of classroom instruction. Apprenticeship Texas prepares individuals for highly skilled jobs and lifelong careers in over 1,200 possible trade or craft occupations with competitive wage opportunities. After registering with **ApprenticeshipUSA**, employers provide on-the-job-training in emerging industries such as construction, manufacturing and telecommunications. Generally, apprentices are full-time, paid employees, earning a paycheck while getting hands-on experience and strengthening the workforce with skilled labor. Upon completion of a registered apprenticeship program, the apprentice receives an industry recognized credential that is portable and enhances their hiring skill set.

"Apprenticeships provide employers and job seekers an opportunity to invest in or become a part of the skilled workforce in Texas," said TWC Chairman Andres Alcantar. "This is just one of several effective educational and training opportunities provided to individuals seeking careers in an increasingly diverse range of industry sectors and occupations."

Bringing awareness to the program, **Plumbers & Pipefitters Local Union 286** Training Director Joe Cooper and his instructors visit high school construction technology programs

across Texas. They also visit military bases in Texas to discuss the **United Association Veterans in Piping** program. This program is an accelerated welding program that allows active service members to take an 18-week course and become a certified welder before transitioning into the civilian workforce. Many apprenticeship programs across the state of Texas contract with local businesses that provide a structured learning environment for apprentices.

"For participating employers, the Apprenticeship training program provides a sustainable and diversified workforce from industry-driven training," said TWC Commissioner Representing Employers Ruth R. Hughes.

Even though she has a business degree, Kris Mylius wanted to obtain some trade experience so that she could have a solid career for the future. She turned to the apprenticeship program because she was able to bring home a paycheck while learning all the aspects of the plumbing industry.

"You need to take it very seriously when going into the program. It teaches you all kinds of different things to make you well rounded in the trade," said Mylius. Her goal is to pair her five-year plumbing experience and certification with her business degree for a future career in project management. During the program, Mylius apprenticed through San Antonio's **Local 142**, a member of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.

"Obtaining hands-on, real world experience through an apprenticeship program allows workers and job seekers the opportunity to earn a wage while preparing for a skilled trade needed to compete in the high-demand job market," said TWC Commissioner Representing Labor Julian Alvarez.

On November 1, 2016, TWC was awarded a \$1.3 million ApprenticeshipUSA State Expansion Grant (SEG) from The U.S. Department of Labor Employment and Training Administration to expand apprenticeship programs throughout Texas. Apprenticeship Texas stimulates and assists industries in developing and improving training programs designed to develop a skilled workforce in Texas. Learn more at [www.texasworkforce.org/apprenticeship](http://www.texasworkforce.org/apprenticeship) or email [apprenticeship@twc.state.tx.us](mailto:apprenticeship@twc.state.tx.us). ■



As a Licensed Journeyman, Kris Mylius repairs piping.



# Texas Operation Welcome Home

## Transitioning Texas Troops

### HELP VETERANS TRANSITION INTO THE WORKFORCE

BY W. J. SCOTT

As service members transition from the military to civilian life, searching for employment is a major concern for them. To assist with their job search and skills training, the Texas Workforce Commission (TWC) recently launched **Texas Operation Welcome Home**.

The goal of Texas Operation Welcome Home is to provide a clear pathway for military service members as they move into civilian employment in the Lone Star State. Working with other partners — military transition centers, Local Workforce Development Boards, staff at Workforce Solutions offices, Texas colleges and the Texas Veterans Commission — TWC is providing up to \$4 million in grant funding in fiscal year (FY) 2017-18 to be used to train approximately 2,000 transitioning service members over the next two years.

“Texas Operation Welcome Home is a collaborative effort among our workforce partners to efficiently and effectively transition our returning veterans to Texas jobs within our communities” said TWC Chairman Andres Alcantar. “We are committed to working in partnership to make this program a success.”

Several programs will fall under the Texas Operation Welcome Home umbrella, including the Skills for Transition program. Funding for this program will assist military members who are preparing to separate from service within 180 days, plan to remain in Texas, and are verified as eligible.

Through the Skills for Transition Program, transitioning service members can qualify to receive up to a \$2,000 grant toward training courses for occupations designated as high-demand. Service members can use their grant funds to pay for courses and certification exams. Courses and

certification currently offered by Austin Community College, a workforce partner, cover high demand occupations, such as computer programmers, medical and clinical laboratory technicians and welding.

The Skills for Transition Program complements the efforts of other TWC veteran transition programs and provides training opportunities to service members preparing for employment in high-demand occupations.

“This program will provide Texas employers more opportunities to connect with Texas veterans who possess the skills and experience they need,” said TWC Commissioner Representing Employers Ruth R. Hughs. “It also gives employers access to a more qualified workforce and recognizes the veteran’s training and experience gained during their service to our country.”

Also under the Texas Operation Welcome Home banner is the Military Family Support program. This program is dedicating up to \$1 million in grant funding for FY 2017-18 to help assist military spouses to obtain employment, appropriate licensure or certifications or new skills to compete in the job market.

“Helping service members and their spouses resettle after military life is one of our top priorities,” said TWC Commissioner Representing Labor Julian Alvarez. “The education and training opportunities provided through Texas Operation Welcome Home will assist them with their employment goals.”

Another component of the Texas Operation Welcome initiative was the creation of the Texas Welcome Home



Transition Alliance. The alliance is tasked with reviewing and helping to enhance employment outcomes for transitioning service members who reside in local workforce development board areas that have military installations.

The Texas Operation Welcome Home Program was formed under the recommendations to enhance education and employment opportunities for veterans, as 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.**”

For more information and to find a local representative, visit Texas Operation Welcome Home at [www.texasworkforce.org/jobseekers/operation-welcome-home](http://www.texasworkforce.org/jobseekers/operation-welcome-home). ■

# Getting ON-THE-JOB TRAINING through



BY JUSTIN MINSKER

With summer quickly approaching, many students are seeking internships as a way to gain effective job experience before applying for a full time job after graduation. Many companies already recognize the value of having an internship program. Internships meet the needs of both the student intern and the employer by establishing a rewarding opportunity for interns to learn job skills in a real-world setting. Employers gain potential full-time employees that can be recruited directly from qualified interns, as well as exposure for their company and their industry's in-demand occupations. Internships have become an important part of upward mobility for future job seekers—60 percent of employers prefer work experience gained through an internship or professional experience.

To highlight the need to increase these opportunities for high school and college students, the Texas Workforce Commission (TWC), Texas Education Agency (TEA) and the Higher Education Coordinating Board (THECB) joined forces to establish the Texas Internship Challenge, a recommendation from the Tri-Agency Initiative, challenging industry and employer partners to offer more internships for Texas students.

“We are committed to working in partnership to increase the number of high school and college



internships in high-demand industry clusters and occupations that provide students with marketable skills, strong work habits, and college credit where possible,” said TWC Chairman Andres Alcantar. “I challenge Texas employers to join the Texas Internship Challenge and help the future Texas workforce understand the broad range of opportunities available to them in the Texas economy.”

On Feb. 21, the three agency's commissioners were joined by executives from Lockheed Martin, Accenture, Toyota Motor Manufacturing of Texas and Doctor's Hospital at Renaissance, among other industry and education leaders to unveil [www.TXInternshipChallenge.com](http://www.TXInternshipChallenge.com), a website where employers can post positions and students can apply for them.

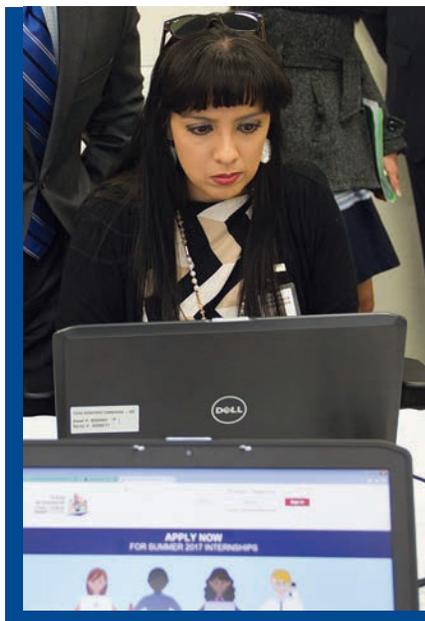


Photos taken at the TWC Texas Internship Challenge launch, Feb. 21, in Austin.

The Texas Internship Challenge encourages industry and employer partners to offer paid internships; universities and colleges to promote the campaign and grant academic credit for internship opportunities;



# TXInternshipChallenge.com



and challenge students to apply for and accept these internships.

“We have consistently heard from employers of the need for new graduates to possess workplace skills such as team building and problem solving,” said TWC Commissioner Representing Employers Ruth R. Hughs. “Offering real-world work experience is the best way to identify, train and prepare the leaders of the future workforce. We are pleased to help employers find outstanding trainees by providing this free resource.”

Though employment isn’t guaranteed at the end of an internship, many employers use internships as a way to train, evaluate and recruit future employees.

“Internships not only provide important work and life experiences for students, but also sets them up for future workplace success,” said TWC Commissioner Representing Labor Julian Alvarez. “Providing students with increased opportunities to work and learn in

high-demand industries will continue to make our Texas workforce top-notch and for our state to continue to be a great place to live and work.”

The agencies encourage internship programs as a bridge for students to explore in-demand industries and occupations. Students will benefit from mentoring, career guidance, identification of marketable skills, and learn firsthand about high-demand occupations. Employers will benefit by leveraging the developing skill sets and perspectives of students, highlighting careers in their industries for a future workforce and exploring candidates for full-time recruitment.

Learn more about upcoming internship opportunities or how to post an internship by visiting [TXInternshipChallenge.com](http://TXInternshipChallenge.com). ■

# Employers Meeting the Challenge:



## WORKFORCE EVENT

# 20th Annual Texas Workforce Conference HONORS SMALL AND LARGE EMPLOYERS

BY LORI NAJVAR

The Texas Workforce Commission (TWC) and the Texas Chapter of the International Associations of Workforce Professionals co-hosted the 20th Annual Texas Workforce Conference on Dec. 7-9, 2016 in Houston. The conference theme “Greater Than the Sum of Our Parts” accurately reflects the philosophy of the Texas Workforce Commission, which every day supports a statewide network of workplace professionals, job seekers, employers, community colleges and partners.

The conference featured nationally recognized speakers who presented on organizational changes, employee engagement, workplace culture and building public-private partnerships to address current and future workplace demands. Conference topics included “Autism in the Workforce: An Untapped Asset,” “Military Community Partners Working Together,” and “Dropout Recovery Solutions for Disconnected Youth and Adults through Innovative Partnerships.”

Employers across the state were recognized for active involvement with Texas Workforce Solutions and for making a positive impact on workers and the community. Award recipients Lockheed Martin - Large Employer of the Year and Klein Tools - Small Employer of the Year were both nominated by Workforce Solutions for Tarrant County (Tarrant).

more than \$739 million through its Texas suppliers and vendors within Tarrant County.

“Working closely with our community education institutions, the DFW Aerospace Consortium and Workforce Solutions for Tarrant County, we continue to encourage interest in engineering, aerospace and aviation careers,” said Lockheed Martin Aeronautics Human Relations Vice President Jean Wallace.

Small Employer of the Year Klein Tools was chosen from three exemplary finalists, out of 22 small, private-sector employers nominated. A global leader in hand tool manufacturing, Klein Tools Advanced Manufacturing Technology Center, located in Mansfield, began operating in 2011 and today employs over 400 people in Mansfield.

“We have worked closely with Workforce Solutions for Tarrant County and are excited to continue our participation in the Mansfield Manufacturing Partnership training program, that develops skilled manufacturing employees,” said Klein Tools Director Michael Klein.

Attendees connected with professional speakers, TWC’s leadership, staff and other workforce professionals. TWC Commissioner Representing Employers Ruth R. Hughs shared,



“I congratulate Lockheed Martin and Klein Tools for winning this year’s Employer of the Year Awards in honor of their work with Workforce Solutions for Tarrant County in support of their community and our state,” said TWC Chairman Andres Alcantar. “The commitment of employers, large and small, to improving the Texas workforce creates opportunities for Texas workers and builds the strength of our economy.”

Lockheed Martin was chosen from among three exemplary finalists and out of 21 private-sector employers and was also recognized with the Local Employer Award of Excellence for the Tarrant County area. Awards were also presented to workforce boards for outstanding service to businesses, workers and their community, as well as industry sector outreach and child care quality.

Lockheed Martin, one of the world’s largest aerospace and global security companies, is engaged in the research, design, development, manufacturing, integration and sustainment of advanced technology systems and products. The company employs more than 15,000 workers in the Dallas/Fort Worth area, contributes \$1.6 billion to the local economy and infuses

TWC Chairman and Commissioners, along with Tarrant County Workforce Solutions and Tarrant County Business Services Unit are joined by award recipients (left) Large Employer Lockheed Martin and (right) the Small Employer of the Year Klein Tools.

“It has been a tremendous honor working with all of you, as well as the employers across our great state, and having the support of the governor’s office in making workforce, education, and economic development a top priority in Texas. When Texans prosper, our state is led to greater economic growth.”

“This year we will be faced with challenges that will require each one of you to think creatively, forge new partnerships and break from obsolete thinking that hinders economic development,” said TWC Commissioner Representing Labor Julian Alvarez. “We will be challenged to meet the needs of a more diverse customer base with less funding—in every challenge, there is opportunity.”

Workforce professionals will gather for the 21st Annual Texas Workforce Conference, Nov. 29–Dec. 1, 2017 at the Sheraton Dallas Hotel. A full list of award winners starts on page 10. ■

# TWC + Workforce Boards + Employers SUPPORTS EMPLOYMENT AND COMMUNITY DEVELOPMENT

BY W. J. SCOTT

Texas employers added more than 200,000 jobs to the state's workforce last year. At the 2016 Texas Workforce Conference, presented by the Texas Workforce Commission, several employers were recognized for their collaborations with public and private stakeholders to put people to work and enhance the skills of the Texas workforce.

Lockheed Martin received the conference's Large Employer of the Year award and Klein Tools received the Small Employer of the Year award. Other employer finalists included James Avery Craftsman, Inc., nominated by Workforce Solutions Alamo, and Emerson Process Management, nominated by Workforce Solutions Texoma.

"Emerson is a true community partner, and they have played a vital role with Workforce Solutions Texoma from serving on the board for 20 years to utilizing our services," said Candy VanSant, Workforce Solutions Texoma Board Chair. "They are dedicated to retaining their workforce while creating a pipeline of future workers."



Also among the employer finalists was Falls Community Hospital and Clinic, nominated by Workforce Solutions for the Heart of Texas.

"Our partnership with Workforce Solutions for the Heart of Texas has been one of great success through the years," said Willis Reese, Administrator of Falls Community Hospital and Clinic, Inc. "The board understands our needs for recruiting, training and retaining staff in the healthcare industry."

The remaining employer finalist, State Farm Agent Samuel Garcia (Garcia), was nominated by Workforce Solutions of West Central Texas.

"Mr. Garcia exemplifies what small businesses contribute to their local communities," said Mary Ross, Executive Director of Workforce Solutions of West Central Texas."

Garcia helped launch a career pathways program within the Abilene Independent School District. The program helps high

*Photo above*—State Farm Agent Samuel Garcia, Small Employer of the Year Finalist/Workforce Solutions of West Central Texas.

*Below left to right*—TWC Chairman Andres Alcantar, TWC Employer Commissioner Ruth R. Hughs, team members of Falls Community Hospital and Clinic, and TWC Labor Commissioner Julian Alvarez at the 2016 Texas Workforce Conference.

school students transition to employment after graduation.

Garcia also provides scholarships to local schools and has sponsored nonprofit organizations that provide child care services and meals for homebound individuals.

"Being recognized as a finalist for an employer award was a tremendous honor," said Samuel Garcia. "I look forward to continuing to support our local workforce board as it does vital work in our community." ■

# WORKFORCE NEWS

## 2016 TEXAS WORKFORCE AWARD WINNERS

### Youth Inspiration & Career Awareness

Workforce Solutions of Central Texas  
Workforce Solutions of West Central Texas  
Workforce Solutions Deep East Texas

### Service to Business

Workforce Solutions Deep East Texas

### Service to Workers

Workforce Solutions for the Heart of Texas

### Service to Community

Workforce Solutions of West Central Texas

### Industry Sector Outreach

Workforce Solutions South Plains

### Workforce Innovation and Opportunity Act (WIOA) Exemplary Performance Recognition

Workforce Solutions Permian Basin  
Workforce Solutions Cameron County  
Workforce Solutions of Central Texas

### Child Care Quality Incentive

Workforce Solutions North Texas  
Workforce Solutions for the Heart of Texas  
Workforce Solutions South Plains  
Workforce Solutions Gulf Coast

### Claimant Reemployment

Workforce Solutions Gulf Coast  
Workforce Solutions Rural Capital  
Workforce Solutions Southeast Texas  
Workforce Solutions Northeast Texas

### WIOA Adult/Dislocated Worker Training-Related Employment

Workforce Solutions Lower Rio Grande Valley  
Workforce Solutions of Central Texas  
Workforce Solutions Permian Basin  
Workforce Solutions North Texas

### WIOA Youth Preparedness

Workforce Solutions Lower Rio Grande Valley  
Workforce Solutions Capital Area  
Workforce Solutions Panhandle  
Workforce Solutions North Texas

### Choices Employment

Workforce Solutions Gulf Coast  
Workforce Solutions Capital Area  
Workforce Solutions Permian Basin  
Workforce Solutions Texoma

### Community College Partnerships

Texarkana College  
Texas State Technical College-Waco

### Adult Education and Literacy

#### Employer Partnership

Region 20 ESC  
Victoria County Junior College  
Houston Galveston Area Council

#### College Integration

Amarillo College  
Houston Galveston Area Council  
Texarkana ISD

#### Board Integration

Victoria County Junior College  
Howard College, Concho Valley  
Southwest Texas Junior College

#### High School Equivalency Completion

Weatherford ISD  
Victoria County Junior College  
Howard College, Concho Valley

#### High School Equivalency Achievement

Howard College, Concho Valley  
Odessa College  
Literacy Council of Tyler

#### EFL Gains – ABE/ASE

Brownsville ISD  
Weatherford ISD  
Howard College, Concho Valley

#### EFL Gains – ESL

Brownsville ISD  
Howard College, Concho Valley  
Socorro ISD

#### EFL Gains – OVERALL

Brownsville ISD  
Howard College, Concho Valley  
Socorro ISD

### Large Employer of the Year Finalists

Emerson Process Management/Fisher Controls	Texoma
James Avery Craftsman, Inc.	Alamo
Lockheed Martin Corporation	Tarrant County

### Large Employer of the Year

Lockheed Martin Corporation	Tarrant County
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### Small Employer of the Year Finalists

Samuel Garcia, State Farm Insurance	West Central
Falls Community Hospital & Clinic, Inc.	Heart of Texas
Klein Tools	Tarrant County

### Small Employer of the Year

Klein Tools	Tarrant County
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## Tools for Planning Careers

Whether a person is hunting for a first time job or advancing a career, the Texas Workforce Commission (TWC) Labor Market and Career Information (LMCI) program strives to improve the way Texans make career and educational decisions. LMCI provides useful and reliable economic information about occupations, labor market trends and career planning. Individuals can use the information to make informed choices about career paths.

Determining the correct career path requires more than just reviewing possibilities and preferences. Many factors can help uncover a dream job and career choice. LMCI resources available online that can assist with this decision include:



Texas Career Check is a web application that allows you to search various occupations and determine educational needs, labor market trends and the skills and abilities needed for a particular occupation.



Texas Reality Check is an online tool that allows students to make a series of possible lifestyle choices and then provides an estimation of the annual salary needed to live that specific lifestyle as an adult. In addition, the tool advises which occupations can supply that annual salary (or higher).

## Texas OnCourse

Texas OnCourse is part of a statewide public school initiative designed to strengthen the availability of career and education advising to middle and high school students. The new web portal — a joint effort by the Texas Education Agency, the Texas Higher Education Coordinating Board (THECB) and TWC — provides a centralized location for the best career and education development tools.



Texas CREWS is a joint effort of TWC and THECB to provide information on education outcomes for Texas public two-

year and four-year institutions of higher education. The updated website offers information by institution, major and course of study on numbers of graduates, student loan debt, entrance test scores and income one, three, five, eight and ten years post-graduation.

LMCI program strives to improve the way Texans make career and educational decisions by providing useful and reliable information about careers, educational training options and jobs. LMCI provides key economic data on labor market trends and economic conditions to help employers make informed choices. To review all of the interactive tools useful in exploring career choices, visit [www.lmci.state.tx.us](http://www.lmci.state.tx.us). ■

## TWC STAFF HONORED FOR DEDICATED SERVICE



### Celebrating 45 years

TWC celebrates Mary Diaz for her 45 years of service which began in the Texas Employment Commission mailroom and led to the IT Infrastructure Services Magnetic Media unit.

*Left to right* – Robert Von Quintus-Director, IT Infrastructure Services; Jeff Peden, IT Deputy CIO; Mary Diaz-ITIS Magnetic Media - Systems Support Specialist III, Larry Temple-TWC Executive Director and Ed Serna-TWC Deputy Executive Director

### Years of service

TWC honors the following staff for their service:

*Left to right* – Lona Chastain-Assistant General Counsel and Open Records Coordinator/Privacy Advisor–30 Years; Norma J. Martinez-Manager of Foreign Labor Certification, Work Opportunity Tax Credit and Agricultural Services–30 years; Elsa P. Guerrero-General Counsel-Open Records Administrative Assistant–25 years; and Nora Perez-Program Specialist of Career Schools and Colleges, Workforce Development Division Specialist–35 years.



# TEXAS WORKFORCE SOLUTIONS

\* \* \* \* \*

**Texas Workforce Commission**  
512-463-2222  
www.texasworkforce.org

**Concho Valley**  
325-653-2321  
www.cvworkforce.org

**Lower Rio Grande Valley**  
956-928-5000  
www.wfsolutions.org

**Rural Capital Area**  
512-244-7966  
www.workforcesolutionsrca.com

**Alamo**  
210-272-3260  
www.workforcesolutionsalamo.org

**Greater Dallas**  
214-290-1000  
www.wfsdallas.com

**Middle Rio Grande**  
830-591-0141  
www.wfsmrg.org

**Southeast Texas**  
409-719-4750  
www.setworks.org

**Borderplex**  
915-887-2600  
www.borderplexjobs.com

**Deep East Texas**  
936-639-8898  
www.detwork.org

**North Central**  
817-695-9184  
www.dfwjobs.com

**South Plains**  
806-744-1987  
www.spworkforce.org

**Brazos Valley**  
979-595-2800  
www.bvjobs.org

**East Texas**  
903-218-6400  
www.easttexasworkforce.org

**North East Texas**  
903-794-9490  
www.netxworkforce.org

**South Texas**  
956-722-3973  
www.southtexasworkforce.org

**Cameron County**  
956-548-6700  
www.wfscameron.org

**Golden Crescent**  
361-576-5872  
www.gcworkforce.org

**North Texas**  
940-767-1432  
www.ntxworksolutions.org

**Tarrant County**  
817-413-4400  
www.workforcesolutions.net

**Capital Area**  
512-597-7100  
www.wfscapitalarea.com

**Gulf Coast**  
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www.wrksolutions.com

**Panhandle**  
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www.wspanhandle.com

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www.workforcesolutionstexoma.com

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www.workforcelink.com

**Heart of Texas**  
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www.hotworkforce.com

**Permian Basin**  
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www.workforcepb.org

**West Central**  
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800-457-5633  
www.workforcesystem.org

**Coastal Bend**  
361-885-3016  
www.workforcesolutionscb.org

The Texas Workforce Commission, in partnership with 28 local workforce development boards, forms Texas Workforce Solutions.

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