

# Solutions

Fall 2015

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Stars promote  
**Hiring Red, White & You!**  
hiring fairs  
November 12, 2015



Nate Boyer  
Aaron Watson



# in this issue



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Former Green Beret and Texas Longhorn star Nate Boyer and country music artist Aaron Watson donated their talents to promote the Texas Workforce Commission's Hiring Red, White & You! veterans hiring fairs. See story page 6.

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## TWC shares Texas employers' commitment to hiring veterans

By Commissioner Ruth R. Hughs

As we prepare to honor our veterans on Veterans Day, it is a good opportunity to remind employers that the Texas Workforce Commission (TWC) is here to help connect them to veterans that are searching for work.

As the Commissioner Representing Employers, I take great pride in serving as a first line resource for Texas employers. For this reason, my office is proud to offer a variety of beneficial services to employers. We sponsor the Texas Business Conferences, a series of employer seminars held each year throughout the state. Employers who attend the seminars learn about state and federal employment laws, and the unemployment claims and appeals process. In addition, we publish the book *Especially for Texas Employers*, a guidebook with valuable information on Texas and federal employment laws.

My office stands ready to help employers with questions about employer-employee relations. We manage and maintain an employer hotline where my legal team is available for employers Monday through Friday, from 8 a.m. to 5 p.m. to answer any employment law questions and to guide employers through the Unemployment Insurance claim process. We encourage employers to take advantage of this resource by calling our toll-free number **800-832-9394**.

Since joining TWC in July, I

have been hearing from employers throughout the state. They are telling me three things: we are hiring; we need skilled workers; and we want to hire veterans.

Over the past year, 64,783 veterans who received TWC services were hired by Texas employers. Employers in this state are known for creating opportunities for jobs, success, and prosperity. We are looking forward to sending even more veterans your way than ever before so that you can keep growing in Texas!

At the September Texas Veterans Commission's 68th Annual Statewide Training Conference, TWC received the Large Government Entity Employer of the Year award for our efforts to hire veterans at our own agency. With a current workforce of 2,797, of which 11 percent are veterans, TWC has worked hard to grow that percentage by hiring veterans to fill more than 30 percent of its vacancies over the past year. (See page 11)

Recently, Governor Abbott announced Texas Tech University Health Science Center's (TTUHSC) first-of-its kind accelerated Veteran Bachelor of Science in Nursing program for veterans as one of the latest additions to TWC's College Credit for Heroes initiative which is successfully helping military veterans secure college credit for their military experience and re-enter the workforce. The TTUHSC program creates a bachelor's program for



participating veterans that can be completed in one year and from locations throughout the state. (See page 10)

Overall, the College Credit for Heroes program seeks to maximize college credit awarded to veterans and service members for their military experience, helping veterans and service members obtain their degrees and certifications more quickly, and expedite their entry into the workforce.

This is a successful program that has grown to include a network of 42 university and community college partners. These collaborations will increase the number of veterans and service members who can benefit from accelerated education programs for in-demand occupations.

I believe that there is no better way to honor our heroes than to make them aware of all of the resources available that can help them get a job and provide for their families. Texas employers have echoed this sentiment in their hiring practices and have benefited greatly from the skills that veterans bring to our Texas workforce. Working together, we can continue to keep Texas the best state to do business. ■

Ruth R. Hughs | Texas Workforce Commission  
Commissioner Representing Employers

## TRANSITIONING FROM military service to civilian life

By Ronnie Burchett

Anyone who can recall the difficult transitions of their youth will surely count among them the passage from elementary school to middle school. So many things are different, the routine is less rigid and familiar, and expectations are different and less defined. This can be particularly challenging if your reading level is a bit behind your peers. But a lucky group of students facing those circumstances at Davila Middle School in Bryan are benefitting from the mentorship of a Marine veteran who is all too familiar with making this kind of difficult transition under challenging circumstances.

For Melissa LeCounte, transitioning from military to civilian life was more than just packing up and moving from a military base to a quiet neighborhood in the suburbs; it also meant transitioning from familiar military duties to a new career in the civilian world.

LeCounte and her family moved to Bryan so that her husband could pursue a degree at Texas A&M University. An injury cut short her military career, creating an additional challenge. She had to adapt from the routine of military work and create her own pattern outside of that prescribed regimen.

The routine LeCounte developed was getting up every day and going to the Workforce Solutions Brazos Valley (Brazos Valley) office in Bryan to look for work. She began her job search by utilizing the many services available through Brazos Valley to search for employment. She started the process by registering with Texas Workforce Commission's job-matching system **WorkInTexas.com**.

Brazos Valley Executive Director Tom Wilkinson said, "The number of

veterans exiting from the military and seeking work has increased over the past year. Our team works every day focusing on veterans, like Melissa (LeCounte), by connecting them with programs that will help them transfer from military service to the public sector."

LeCounte encountered some early problems such as not having a network when going from the military in Georgia to a civilian life in Texas. But she attended several workshops, job clubs and met with the local Rural Veterans Career Advisor at the Texas Veterans Commission (TVC) who showed her how to transfer her military skills to job skills that will be noticed by employers.

"We enhance what is done with TVC, especially with veterans," said TVC Rural Veterans Career Advisor TJ Robie. "We provide services to veterans that have barriers to employment."

TVC and the Workforce Solutions network offer career assistance with resume building, interview skills and job coaching while connecting veterans with employers.

After securing a full time job, with the assistance of Brazos Valley and TVC, LeCounte enrolled in the Teacher Education Alternative Certification Host (TEACH) program at Blinn College to pursue a career in teaching. While working



Photo courtesy of Workforce Brazos Valley

Melissa LeCounte, a disabled veteran of the Marine Corps, promotes success in her 6th grade classroom at Arthur L. Davila Middle School in Bryan, Texas.

full time, LeCounte attended classes once a week for one year in preparation for obtaining her teaching certification. Now, as a sixth grade reading teacher for Davila Middle School, she has found her niche in life working with students that face not only the transition to middle school, but the additional challenge of reading below grade level. LeCounte is elated with her new role as a teacher and uses stories from her military career, and life in general, to synthesize the students in what they are learning each day. After her first year, she was extremely proud that her students pushed beyond their challenges, just as she did, and mastered reading beyond their grade level. She received several educator awards including Rookie Teacher of the Year.

LeCounte's advice to veterans transitioning from military service to the private sector in Texas: "Get to a Workforce Solutions office and sign up so that you can get the help you need to be successful. They don't just tell you but will show you how to do it." ■

# STEERING OTHERS to success while providing adult education skills

By Ronnie Burchett

Individuals struggling with basic literacy, language and math skills experience significant barriers to employment. The Texas Workforce Commission's (TWC) Adult Education and Literacy (AEL) program provides English language, math, reading and writing instruction to help adults gain skills needed to succeed in the workforce, earn a high school equivalency, or enter college or career training.

Working through workforce partners, AEL providers deliver fundamental skills and career pathways to adult students. The instructors who work with these students help them gain the skills to take the first steps toward becoming employable, but for one caring instructor, that wasn't enough. He wanted to do more to help them obtain employment.

Region 10 instructor for the Workforce Solutions Greater Dallas Adult Education and Literacy Consortium Omar Captain concocted a unique opportunity for his English language class to obtain real-life, job-ready skills as part of his instruction. Captain knew that many of his adult students needed a fresh start, as most had enrolled in the adult education classes to seek better job prospects.

An army veteran, Captain called some military friends that he had served with him in Iraq, and learned that many transportation companies are understaffed with an ever-increasing demand for certified truck drivers. His students were excited about the idea of obtaining a high-demand job skill by attaining a Commercial Driver's License (CDL); however, the cost was an obstacle. On average, the course to become certified as a commercial truck driver costs at least \$3,660 per person at local community colleges.

Captain resourcefully located free CDL instruction manuals. He incorporated the manuals into the lesson plan. Captain and his students prepared for the CDL written exam together. They traveled to the Department of Motor Vehicles (DMV) to take the written exam. Everyone passed the test and moved on to the next step of preparing for the driver's exam. This next step created another obstacle; practicing the driving portion of the test in a large truck.

"A teacher, especially in adult education, is far more than just a tutor who instructs and lectures, they are seen as a mentor," said Captain.

"I believe in leading by example and leading from the front. A teacher is one who inspires and encourages students to be better and achieve the goals they set for themselves."

After walking out of the building from taking the written exam, Captain saw a sign advertising a truck for rent saying, "All you can drive for \$300." The truck became everyone's practice vehicle prior to the driving exam. After practicing for several weeks, Captain and the class failed the driver's test. But with encouragement and more practice, the entire class, including Captain, obtained a CDL. As a result, all of the students have gained employment with shipping and transportation companies. Some have discovered small business



Omar Captain poses with the truck he and his students used to practice for the CDL driving test.

opportunities and created an owner-operated trucking business.

TWC AEL Director Anson Green said, "Collaborating with workforce partners, including AEL providers, community colleges and local independent school districts augments TWC's mission of delivering the fundamental skills and career pathway transitions needed for adult students to succeed in the workforce."

By participating in this endeavor with his students, Omar Captain became more than an instructor; he set an example for his students to follow in reaching goals. He also taught them about determination and how to overcome obstacles for a better future. Captain tells his students that nothing is impossible and clearly, he leads by example. ■

# Hiring Red



Above - Aaron Watson performing in New Braunfels, Texas

Right - Aaron Watson being filmed by TWC staff for the Hiring Red, White & You! public service announcement.

By Justin Minsker

In 2012, the Texas Workforce Commission (TWC) and the Texas Veterans Commission (TVC) partnered with the Texas Medical Center (TMC) to create a unique event that embraced each organization's common desire: to connect veterans with employers in an effort to help our military heroes transition to a civilian career. TMC branded this effort Hiring, Red, White & You! and the concept for this effort exploded into a single day of events at 27 locations around the state during Veterans Day week.

Each year, since that inaugural event, the efforts have expanded, the venues have grown and the events have garnered more and more attention.

This November, the Fourth Annual Hiring Red, White & You! hiring fairs will be held on November 12 with the goal of connecting military veterans and their spouses to employment opportunities, and helping employers find qualified workers with the exceptional skills that veterans have to offer.

The national unemployment rate in 2014 for all veterans

**“We’re blessed with this great country and veterans and their families make a lot of sacrifices so we owe them everything that we have.”** Aaron Watson

is 5.3 percent. In contrast, for those veterans who served in the military since September 2001, the unemployment rate is higher at 7.2 percent. There are 1.6 million total veterans throughout Texas, which is the second highest state population of veterans in the country.

“Fewer things are more important than honoring our veterans,” said Governor Abbott. “One of the best ways we can do this is by working

with prospective employers to provide employment opportunities for our heroes. I applaud the Texas Workforce Commission for their commitment to our veterans and I look forward to continuing my work with them to provide economic opportunity for all of Texas’ former military members.”

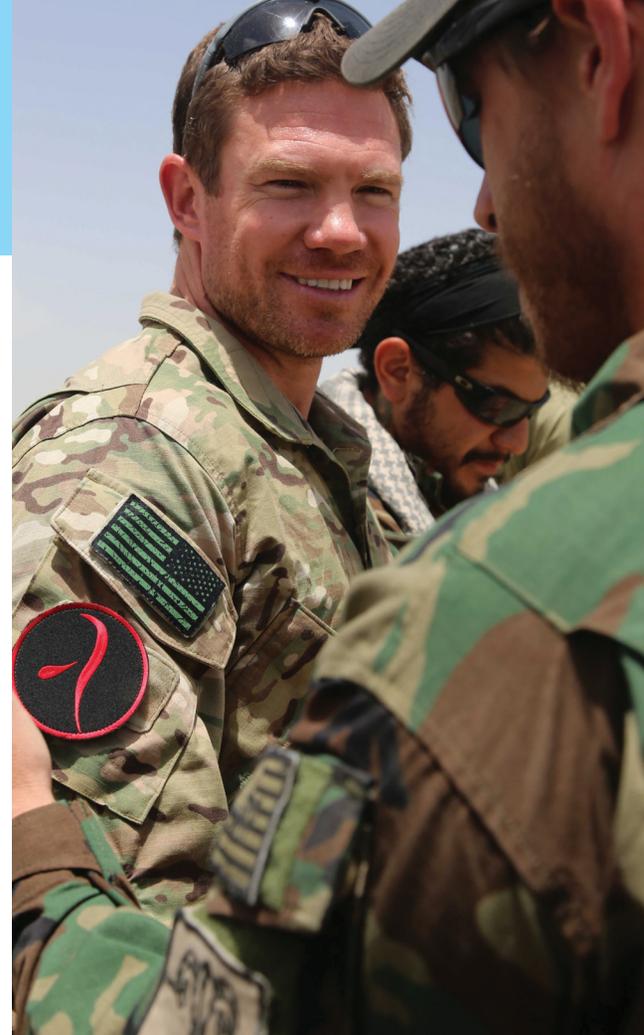
To date, the events have connected more than 31,000 veterans with more than 4,700 employers.

“Our veterans are highly-trained individuals who have the technical and professional skills employers needed to boost their company's performance,” said TWC Chairman

## Celebrities share promote



Former Green Beret and Texas Longhorn great Nate Boyer (center in front of flag) knows what kind of courage, determination and resolve veterans acquire through their military service and recommends that employers put these skills to work in the civilian workforce.



Photos Courtesy of Nate Boyer

## their talent to veterans statewide hiring events

Andres Alcantar. “The Hiring Red, White & You! statewide hiring fairs provide a great opportunity for Texas employers to recruit these highly skilled veterans.”

To continue the momentum of expanding the events each year and address the growing need as more individuals exit the military, TWC has engaged the assistance of two celebrity partners who eagerly agreed to contribute their time and talents to the cause. TWC recently released public service announcements featuring U.S. Army veteran and The University of Texas at Austin former football player Nate Boyer and country music artist Aaron Watson.

“Supporting our veterans is a no brainer,” said Aaron Watson. “We’re blessed with this great country and veterans and their families make a lot of sacrifices so we owe them everything that we have.”

Boyer and Watson have taken up the cause shared by

**“I would encourage everyone that’s transitioning out of the military to not be afraid to go to this event because you never know who you might meet or learn about a job you never knew existed.”** Nate Boyer

the late Dr. James “Red” Duke, who was a dedicated partner and promoter of these hiring events over the past three years.

“When you get out of the military, you have an opportunity to start a new life and do whatever you want,” said Nate Boyer. “I would encourage everyone that’s transitioning out of the military to not be afraid to go to something like this event because you never know who you might meet or what you might find out about a job you never knew existed that fits you perfectly.”

“Veterans put their lives on the line for us every day and it’s important that we let them know how much we appreciate them,” said Aaron Watson. “They are trained to be hard workers and I feel we owe it to them to give them a chance at making a living for their families when they come home after serving our country.”

For a list of all 27 hiring fairs throughout Texas, please visit [texasworkforce.org/hrwy](http://texasworkforce.org/hrwy). For information on all veteran workforce services available in Texas, visit [texasworkforce.org/veterans](http://texasworkforce.org/veterans). ■

# SKILLS DEVELOPMENT FUND: 20 years of customized training for Texas employers

By Brenda Brantley

September 2015 marked a major milestone for the Skills Development Fund grant program—20 years of accomplishments in customized job training for Texas businesses and their workers. Since its inception in 1995, the state-funded Skills Development Fund grant program has grown into the premier job-training program of Texas.

Administered by the Texas Workforce Commission (TWC), the Skills

retain jobs in the Paris, Texas area.

Campbell's collaborations with Paris Junior College and Workforce Solutions Northeast Texas have served the company and the community well since that time.

"As a result of these partnerships we have developed an enhanced skill base readiness program to be able to better secure our future here in Paris and the state of Texas," said Terese Kane, Campbell supply chain high

training for approximately 24,864 new and incumbent workers in Texas.

"Giving workers the training they need to upgrade their skill level or to develop new skills helps strengthen the Texas workforce," said Commissioner Representing Labor Ronny Congleton. "The Skills Development Fund allows for development and growth which is essential to workers and can provide them more opportunities in the future."

In response to industry and workforce



Photo Courtesy of Campbell Soup Co.



Photo Courtesy of Weatherford College

Campbell Soup Supply Co. in Paris, Texas has participated in several Skills Development Fund grants over the past 10 years.

Development Fund has assisted 4,141 employers with training for 329,333 workers over the last 20 years. Through partnerships with community colleges, Texas businesses are able to create customized training programs for new and incumbent employees.

"The success of the Skills Development Fund can be attributed to the strength of our partnerships within our communities," said Chairman Andres Alcantar. "These collaborations and investment in our workforce helps strengthen Texas businesses while helping our state remain competitive and keeping jobs here in Texas."

More than 10 years ago, the Campbell Soup Supply Co. Paris Plant (Campbell) looked to the TWC Skills Development Fund program for support in its efforts to retool the design of its plant, stay competitive in the marketplace and

TWC Commissioner Representing Employers Ruth R. Hughes and Weatherford College Workforce and Continuing Education Coordinator Terry Pilgrim discuss the training provided by a recent Skills Development Fund grant with PECOFacet. Skills Development Fund grants have helped 4,141 employers train 329,333 workers since 1995.

performance training and organizational effectiveness manager. "Our hope is to be here at least another 50 years."

Campbell has partnered in three Skills Development Fund grants for a total of \$1.7 million to invest in the training of 1,500 workers. Campbell has also participated in three additional grants as part of a consortium of business partners.

Created by the Legislature in 1995, the Skills Development Fund has grown from its original allocation of \$25 million to \$48.5 million for the current biennium. The Skills Development Fund grant program has awarded more than \$337 million to help businesses meet their training needs.

Over the next two years, the Skills Development Fund program will provide

training needs, the Skills Development Fund was created to provide customized assessment and training in a timely and efficient manner to business networks and consortiums.

"We are very proud of the Skills Development Fund grant program and the impact it has on meeting the training needs for our Texas businesses," said Commissioner Representing Employers Ruth R. Hughes. "Through this program, we are able to support continued competitiveness, profitability and sustainability of businesses in Texas."

Employers seeking more information about the Skills Development Fund may visit the TWC website at [texasworkforce.org/skills](http://texasworkforce.org/skills). ■



Left - Lubbock-Cooper ISD students participate in a welding class. Photos Courtesy of Lubbock Economic Development Alliance  
 Above - TWC Chairman Andres Alcantar, Workforce Solutions South Plains and the Lubbock Economic Development Alliance presenting a \$158,000 grant check for a South Plains High Demand Job Training program.

## HIGH IMPACT/High demand job training

By Brenda Brantley

As communities look for ways to meet the skills demands for employers in their areas, and local workforce professionals strive to connect individuals from their communities with career opportunities, the need for collaborations combining the two efforts arise. Across the state, seeds are being planted to bring these partnerships together for the good of both employers and jobseekers in the form of High Demand Job Training grants from the Texas Workforce Commission (TWC). The grants bring together local workforce development boards and economic development corporations in an effort to create training programs that will address in-demand skills for years to come.

In Lubbock, the effort is targeting the future workforce in order to create a talent pool to address ongoing skills needs of local employers. The South Plains High Demand Job Training program kicked off this summer in anticipation of the 2015-16 school year. Coordinating a training effort in six school districts, this program aims to prepare high school students for area high demand occupations in welding, machinist and general maintenance, repair technician, or nursing assistant.

Through this initiative, the Lubbock Economic Development Alliance (LEDA) and Workforce Solutions South Plains (South Plains) will provide for the training of approximately 190 high school students and facilitate accreditation of new Career and Technical Education programs at the six school districts.

“This grant allowed us to partner with LEDA to provide training in upgrading the skill levels of qualified students in preparing them for tomorrow’s workforce,” said Martin Aguirre, CEO of Workforce Solutions South Plains.

The TWC High Demand Job Training grants award up to \$75,000 for training partnerships between local workforce boards and economic development corporations. In 2014, TWC commissioners allocated \$1 million to be used for these collaborations over a two-year period. Nearly half of that allocation is still available.

“Through the High Demand Job Training grants, our local boards and economic development partners collaborate and leverage resources to equip current and future workers with high-demand skills that meet the needs of employers,” said TWC Chairman Andres Alcantar.

Participants in the Lubbock project that successfully complete the training will earn industry-recognized credentials in high-demand occupations as well as college credit upon high school graduation.

Graduates entering the workforce will receive job placement assistance or an apprenticeship opportunity for additional training. Students continuing their education will receive assistance with college enrollment to enable them to continue training for higher-skilled jobs in the high-demand occupations served by the program.

### Other High Demand Job Training Workforce Solutions Partnerships

**Concho Valley** and the San Angelo Development Corp. partnered to expand the capacity of students in the LVN-to-RN program at Howard College-Big Spring.

**East Texas**, the Kilgore Economic Development Corp. and Kilgore College collaborated to address a skills gap for advanced welders.

**Lower Rio Grande Valley** partnered with the McAllen and Mission Economic Development Corp. with support from the South Texas Manufacturers Association for Certified Production Technician training.

**Northeast Texas** and the Mt. Pleasant, Paris and Sulphur Springs Economic Development Corp. partnered to provide computer-controlled machine tool operator training at Northeast Texas Community College and Paris Junior College.

**North Central Texas**, the Terrell Economic Development Corp., Terrell ISD and Trinity Valley Community College teamed up to train junior and senior high school students in welding.

**Southeast Texas** joined the Port Arthur Economic Development Corp. and Team Fabricators to address the demand for qualified welders in Port Arthur.

**West Central Texas** and the Coleman Economic Development Corp. collaborated with Central Texas Opportunities for training of Certified Nursing Assistants.

For more on the HDJT, visit [texasworkforce.org/high-demand-job-training-program](http://texasworkforce.org/high-demand-job-training-program). ■

## Workforce Solutions of West Central Texas: new location, same great service

Workforce Solutions of West Central Texas (West Central) unveiled its new location at a grand opening ceremony in Abilene on Aug. 19, 2015.

During the event, city and state dignitaries and West Central board members participated in a ribbon-cutting and presented local awards for the Employer of the Year and a Service to Community award. “This move has made the delivery of workforce center services more efficient as all staff is centrally located and in close proximity to each other,” said Business Resource Consultant Steve Collins. “The new facility has allowed us to continue to provide the same great workforce services we did at our previous location and has enhanced our ability to serve local employers with two to three hiring events being hosted at our facility each week.”

U.S. Gypsum (USG) was presented as the local Employer of the Year for its local involvement and efforts to grow its workforce through initiatives with area school districts, summer programs and internships. As one of the community’s major employers, USG works closely with the West Central Sweetwater location for recruitment.

The Military Partnership of West Central Texas was recognized locally for Service to Community. The partnership’s purpose is to reduce duplication of services and leverage resources among partner agencies to create a more effective flow of information, streamline referrals, and expand advocacy for the veteran population.

The new location is located on the 11th floor of the Enterprise Building at 500 Chestnut in Abilene. ■



Photo Courtesy of Workforce Solutions West Central Texas

Abilene Chamber of Commerce Red Coats, Workforce Solutions of West Central Texas Board Chairman John Beckmeyer and Workforce Solutions of West Central Texas Executive Director Mary Ross cut the ribbon to open their new facility.

## Governor Greg Abbott Addresses Veterans Education at Texas Tech University

Texas Governor Greg Abbott addressed the importance of veterans education and introduced an accelerated Veterans Bachelor of Science in Nursing degree program at Texas Tech University Health Sciences Center (TTUHSC) through a partnership with the Texas Workforce Commission’s (TWC) College Credit for Heroes program. This program has been successful in helping military veterans secure college credit for their military experience and re-enter the workforce.

“The new Veterans Bachelor of Science in Nursing degree program at Texas Tech University Health Sciences Center is the future of education, offering online access, competency-based evaluation and credit for previous education and training,” said Governor Abbott. “This accelerated 12-month degree program recognizes the value of veterans’ experience, knowledge and skills. If the rigorous training that military medics and corpsmen receive meets the standard of the U.S. Military, it should be good enough for Texas.”

Speakers also included TWC Chairman Andres Alcantar, Texas Tech University (TTU) System Chancellor Robert L. Duncan and President of TTUHSC Dr. Tedd L. Mitchell. These collaborations will increase the number of veterans and service members who can benefit from the accelerated educational programs for in-demand occupations such as pharmacy technologist,



On Thursday, Oct. 8, 2015 Texas Governor Greg Abbott introduced an accelerated Veterans Bachelor of Science in Nursing degree program at Texas Tech University Health Sciences Center (TTUHSC) through a partnership with the Texas Workforce Commission’s (TWC) College Credit for Heroes program.

emergency medical technician, medical assisting, dental assisting and registered nurse.

“It takes a certain type of individual to make sacrifices on behalf of this country to protect our interests and our way of life,” said TWC Chairman Andres Alcantar. “These highly-trained individuals have gained incredible skills and knowledge that align favorably with the needs of Texas employers. We are committed to making our heroes transition to the civilian world successful, and this College Credit for Heroes program is doing just that.” ■

## Texas Star Award Winners



Left to right TWC staff - Assistant General Counsel HR Legal Coordinator Susanna Holt-Cutrone, Chairman Andres Alcantar, Human Resources Manager Sylvia F. McPherson, Financial Systems & Reporting Manager Tim Urbanovsky, Unemployment Insurance System Analyst Scott Melton, Director of Unemployment Insurance and Regulation LaSha Lenzy, Chief Financial Officer Randy Townsend, Executive Director Larry Temple, and Commissioner Representing Labor Ronny Congleton.

The Texas Workforce Commission's (TWC) Star Awards for the third-quarter of 2015 were presented to Tim Urbanovsky, Scott E. Melton and Sylvia F. McPherson. TWC's Star Award program recognizes employees who perform above and beyond at promoting agency systems and solutions and provide outstanding customer service and support.

Tim Urbanovsky provides all areas of the Workforce Division with financial information to support the oversight and management of workforce programs. He is known for his willingness to provide assistance and troubleshoot financial issues with staff throughout the division.

Often he is not responsible for the area of expertise in question, however, he takes time to talk through issues and reach solutions for the benefit of the agency.

Scott Melton is an experienced and dedicated Appeals Business Analyst who consistently provides special acts and services to promote the agency systems maintaining a positive image for TWC. He seeks and supplies information to identify customer expectations and needs; then provides the means to meet those expectations for internal and external customers. He is highly respected for his financial technical expertise, his constructive input, and

his can-do attitude.

Sylvia McPherson took the lead in implementing Executive Order No. RP-80. She prepared and coordinated the signing of a Memorandum of Understanding within six days of the issuance of the order and granted E-Verify system access to 42 sites across the state. This resulted in TWC implementing and using the E-Verify system, statewide, on the first scheduled new employee orientation after the order was issued. Since that time, more than 150 new hires have been processed without incident by TWC using the E-Verify system. ■

## TWC recognized by Texas Veterans Commission

During the Texas Veterans Commission's (TVC) 68th Annual Statewide Training Conference, The Texas Workforce Commission (TWC) was recognized for its continued support of veterans. TWC is proud to receive the Large Government Entity Employer of the Year award for 2015.

Of the 2,797 TWC employees, 11 percent are veterans and 31.4 percent of all new employees hired during FY 2015 were veterans. TWC also administers several veterans employment programs including College Credit for Heroes, Texas Veterans Leadership Program and hiring events such as Hiring Red, White & You! which has connected more than 31,100 veterans to more than 4,700 employers.

More than just giving veterans priority access in finding jobs, TWC consistently strives to find new ways to extend opportunities for veterans in seeking employment. ■



TWC receives the Large Government Entity Employer of the Year award for 2015 from the Texas Veterans Commission. Holding the award are TWC commissioners from left to right: Commissioner Representing Labor Ronny Congleton, Commissioner Representing Employers Ruth R. Hughs and Chairman Andres Alcantar.

**TEXAS**  
**WORKFORCE SOLUTIONS**

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www.workforcesystem.org

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432-563-5239  
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The Texas Workforce Commission, in partnership with 28 local workforce development boards, forms Texas Workforce Solutions.

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