

“Your Library and the Texas Workforce System”

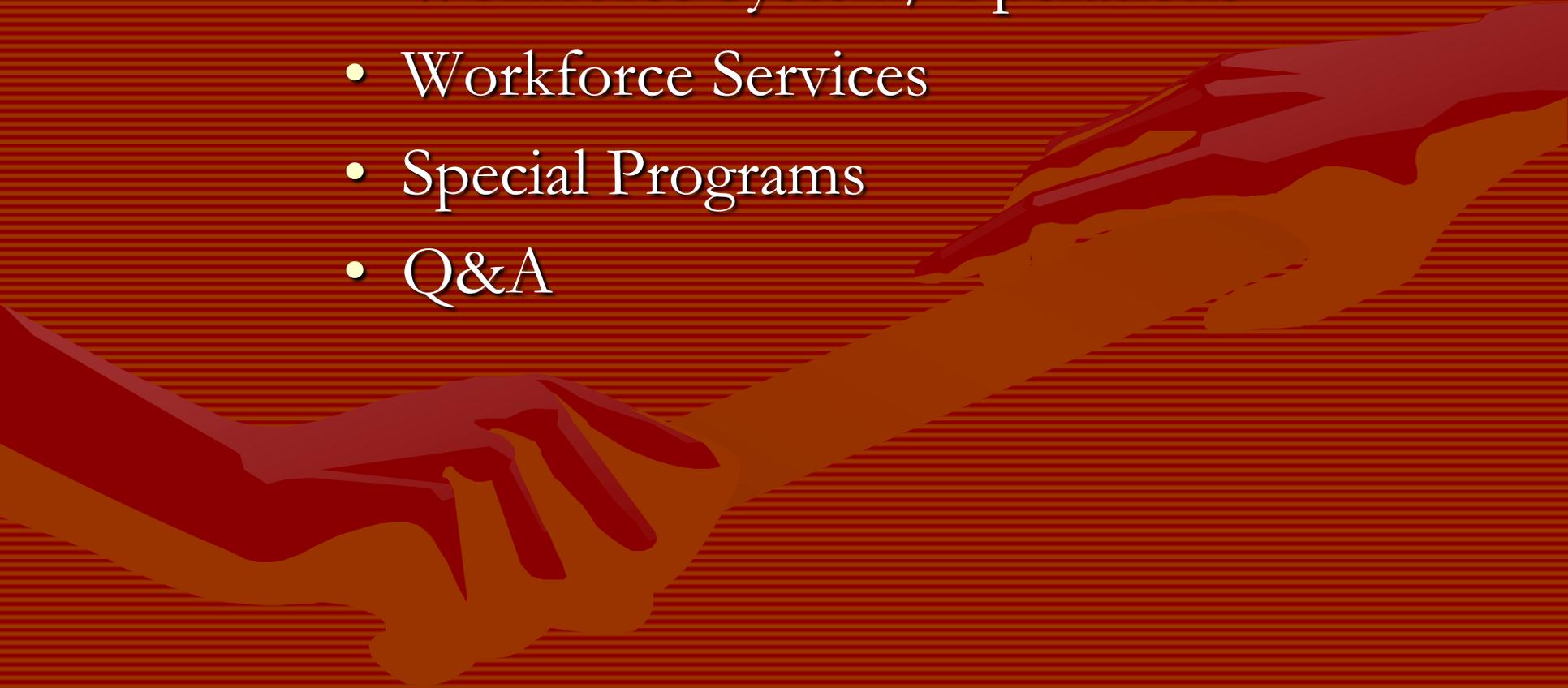
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Texas Workforce Commission

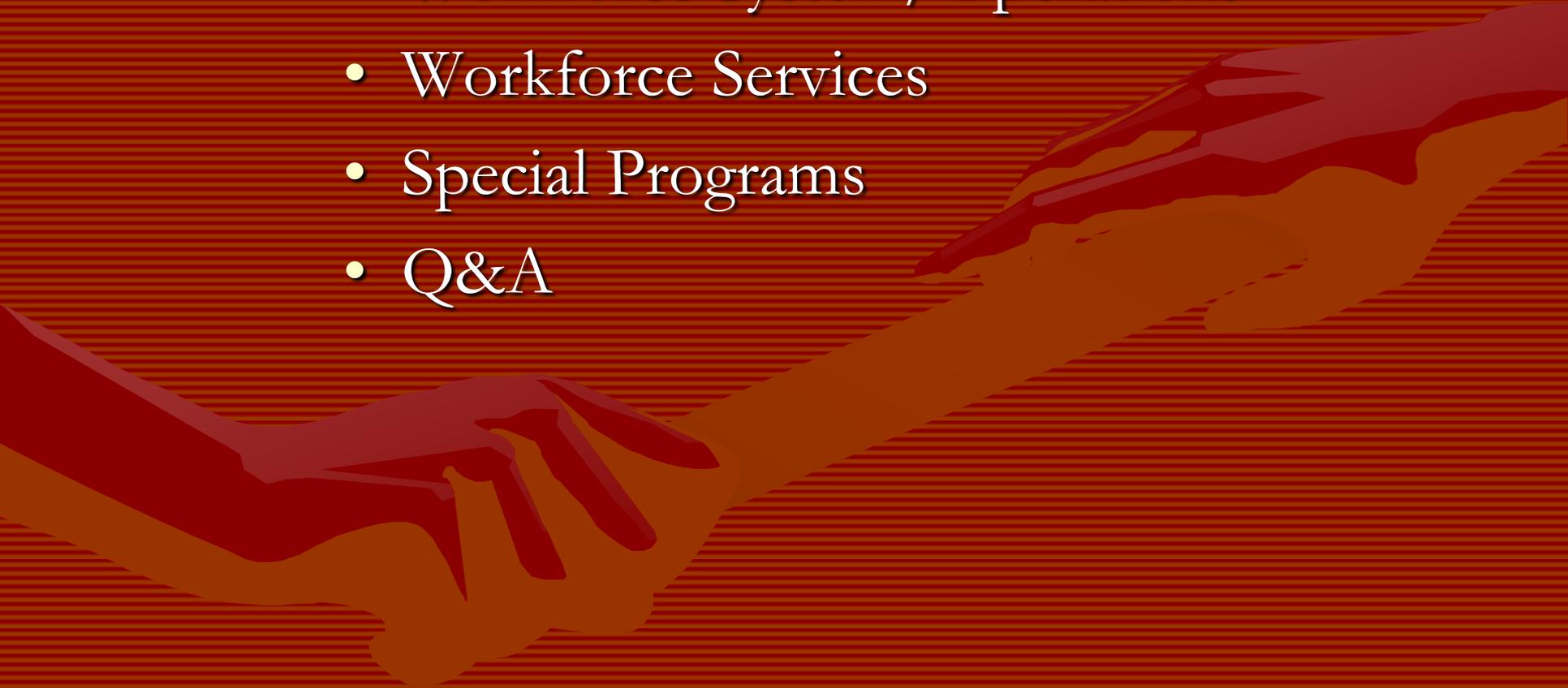
Workforce system Overview

- Workforce System/Operations
- Workforce Services
- Special Programs
- Q&A



Workforce system Overview

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System Structure & Operations

STATE STRUCTURE

GOVERNOR

TEXAS WORKFORCE INVESTMENT COUNCIL

COMMISSIONERS

TEXAS WORKFORCE COMMISSION

WORKFORCE BOARDS

SERVICE PROVIDERS

— TEXAS —
WORKFORCE SOLUTIONS



— TEXAS — WORKFORCE SOLUTIONS



A Local and Statewide Network

- Texas Workforce Investment Council
- Texas Workforce Commission
- 28 Local Workforce Boards
- Over 220 Texas Workforce Solutions Offices
- Market driven
- Fully integrated services
 - Not just co-location
 - Seamless access to full range of employment services

Workforce Program Funding

3 *primary federal partners*

91% *federal funding*

8 *funding streams*

Workforce Program Funding

Approximately

Annually

\$1 billion

ARRA

\$420 million

Texas Workforce Investment Council

- Created in 1995 under House Bill 1863
- Advises Governor on strategic planning & evaluation of statewide WFD system.
- Develops and recommends a statewide strategic plan for workforce development
- Includes goals, objectives & performance measures
- Serves as the State Workforce Investment Board under the WIA grandfather provision

Texas Workforce Commission

- Created in 1996 - the Texas State Legislature combined over 25 employment programs from 10 different state agencies into one singular state agency, charged with overseeing and providing workforce development services to employers and workers of Texas.
- TWC's mission is to promote and support a workforce system that offers employers, individuals and communities the opportunity to achieve and sustain economic prosperity.

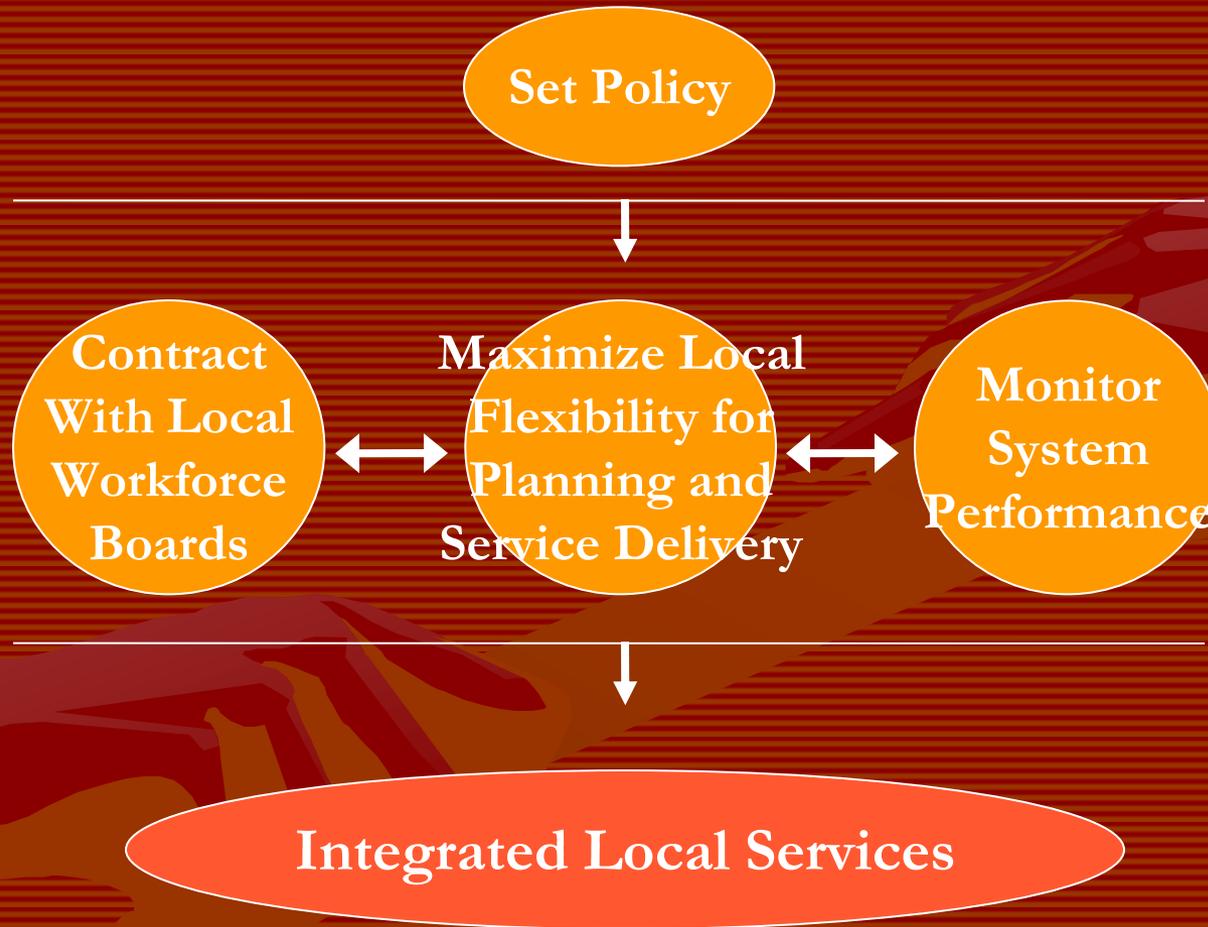
Organizational Structure of TWC

Three full-time Commissioners appointed by the Governor:

- Chairman Thomas Pauken, Representing Employers
- Commissioner Ronald Congleton, Representing Labor
- Commissioner Andres Alcantar, Representing the Public



Commission Role in the Texas Integrated Services Model



Workforce Boards

Membership defined by law

- Many perspectives
- A common purpose

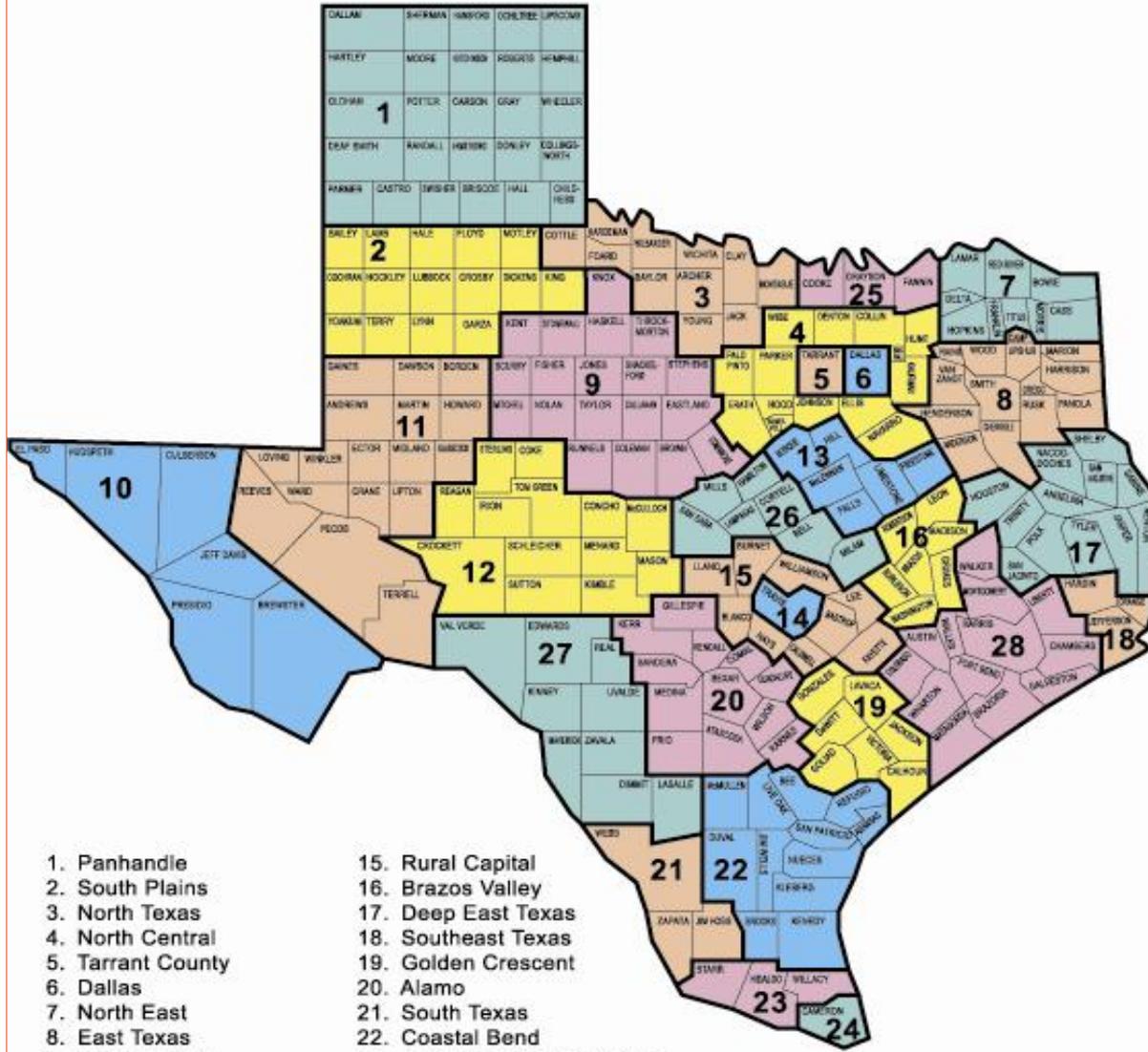
Appointments

- Made by Chief Elected Official
- Approved by the Commission

LOCAL WORKFORCE DEVELOPMENT BOARD MEMBERSHIP

CATEGORIES	STATUTORY REQUIREMENTS	MINIMUM # OF REPRESENTATIVES
PRIVATE SECTOR	Must Constitute a Majority	13
ORGANIZED LABOR AND COMMUNITY-BASED ORGANIZATIONS	Must Constitute Not Less Than 15%	4
EDUCATION, including: Secondary Practitioners Representing Vocational Education AND Postsecondary Practitioners Representing Vocational Education	One or More Representatives	1
VOCATIONAL REHABILITATION	One or More Representatives	1
PUBLIC ASSISTANCE	One or More Representatives	1
ECONOMIC DEVELOPMENT	One or More Representatives	1
PUBLIC EMPLOYMENT SERVICE	One or More Representatives	1
LOCAL LITERACY COUNCILS	One or More Representatives	1
ADULT BASIC AND CONTINUING EDUCATION	One or More Representatives	1
CHILD CARE REPRESENTATIVE	One of the above members must have child care expertise	
VETERAN REPRESENTATIVE	One of the above members must be actively engaged in veteran services	
MINIMUM TOTAL:		25

Local Workforce Development Areas



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

Texas Workforce Solutions

Offices

Texas Workforce Solutions Offices = One-Stop

*A single location that provides access to a variety of
workforce solutions*

Service Partners = Required and Recommended



Texas Workforce Solutions

Community Partners

- Community / technical colleges & career schools
- Apprenticeship programs
- Job Corps
- Adult education, English as a Second Language, & literacy providers
- State agencies
- Senior Community Service Employment Program
- Community- & faith-based organizations

Workforce Services



Services to Employers

Business Services



Reach out to employers

Identify and address workforce needs

Inform about resources and services

Services for Job Seekers

- Universal employment services
- Specialized/targeted populations:

Unemployment Insurance

Workforce Investment Act (WIA) Services (Adults, Dislocated Workers, Youth)

E&T for Temporary Assistance for Needy Families/Choices

E&T for Supplemental Nutritional Assistance Program (SNAP)

Trade Adjustment Assistance

Project RIO

Apprenticeship training

Child Care Services

Veterans' employment services

Opportunities for Job Seekers

Workforce Services Web Resources:

- Texas Workforce Commission website

www.twc.state.tx.us

- Your local Texas Workforce Solutions office as point of service: zip code search:

<http://www.twc.state.tx.us/dirs/wdas/wdamap.html>

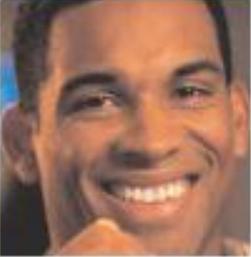
- WorkInTexas.com

WorkInTexas.com

FIND A JOB. FIND AN EMPLOYEE.

FIND ANOTHER REASON TO LOVE TEXAS.

▶ LOOKING FOR AN EMPLOYEE?

- 
- logon as employer
 - register as employer
 - search résumés
 - check labor availability
 - access recruitment tools
 - para servicio en español, póngase en contacto con un Centro de la Fuerza Laboral



▶ LOOKING FOR A JOB?

- 
- logon as job seeker
 - register as job seeker
 - find state jobs
 - search jobs
 - access career tools
 - para buscar trabajo en español, pulse aquí



Texas Workforce Center Services

- Job posting information and application systems (Work in Texas)
- Needs assessment
- Eligibility determination
- Interest, aptitude, & skills testing
- Job search assistance & job readiness workshops
- Interview Techniques
- Résumé Planning
- Career Development Classes
- Job Fairs for all types of work

Texas Workforce Center Services

- Self-service resource rooms, with access to phones, faxes, computers & printers, copiers, & career resource library
- Networking opportunities
- Labor market information
- Information on filing Unemployment Insurance claims
- Referrals for supportive services
- Job-Retention Services
- Training Opportunities

Texas Workforce Centers

Programs with Eligibility Requirements

- Workforce Investment Act (WIA)
- Choices
- Supplemental Nutritional Assistance Program (SNAP) Employment & Training
- Veterans Programs
- Project Reintegration of Offenders (RIO)
- Referrals to Senior Community Service Employment Program (SCSEP)

Priority for Workforce Services

1. Qualified veterans & spouses – for federally-funded services
2. Qualified veterans – for state-funded services
3. Foster youth & former foster youth – for state-funded services

Unemployment Insurance (UI)

- Federal/state program est. by Social Security Act of 1935
- For individuals who become unemployed due to no fault of their own
- Helps stabilize economy in a downturn
- Claimant must have earned sufficient wages in base period of employment (first four of the last five completed calendar quarters before work separation)
- Many claimants don't qualify due to insufficient base period earnings. These job seekers have barriers to employment and may seek services at workforce centers.

UI Benefits and Services

- Claimants apply for benefits online or by phone
- *Temporary, partial* wage replacement
- Reemployment services via workforce centers
- Center will outreach and provide targeted reemployment services to claimants determined at high risk of exhausting benefits
- Claimant must be able, available, and looking for work if they are required to do so

UI Funding

- Funded by employer's Federal unemployment tax; passed to the states by US Dept. of Labor
- Benefits funded by state's unemployment tax
- In TX, that assessment is based on first \$9,000 in wage
- Employers pay taxes at rate computed annually by TWC
- State UI Compensation Trust Fund became insolvent by the end of July 2009

Trade Adjustment Assistance

2009 Program Expansion

- Reemployment services with focus on training and job search/relocation assistance to those laid off in manufacturing or service industries due to move in operations to other countries
- Previously covered only manufacturing (not services) shifted to only Free Trade agreement countries
- Participants may also receive Trade Readjustment Allowances (TRA) while in training, after exhausting unemployment benefits
- 2009 changes significantly increased # of participants

WIA DW/Adult -- Services

- Comprehensive assessment
- Individual employment plan
- Job search assistance
- Supportive services
 - Child care assistance while in training
 - Transportation assistance
 - Work-related expenses
- Basic skills & occupational training
- On-the-job training (OJT)
- Skills upgrading & retraining

Workforce Investment Act (WIA) for Youth -- Services

- Tutoring & study skills training
- Summer employment opportunities linking academic & occupational learning
- Paid & unpaid work experiences
- Occupational skill training
- Leadership development opportunities
- Comprehensive guidance & counseling
- Mentoring
- Supportive services

Choices -- Services

- One-on-one job search assistance
- Child care
- Transportation assistance
- Work-related expenses
- Referrals to other community services

SNAP Employment Services

- Employment planning & job readiness activities
- Individual & assisted job search, job placement, & job development services
- Work-based activities such as workfare, unpaid work experience, & on-the-job training
- Education & training services
- Support services

Texas Veterans Commission

Employment Services

- Job search, job matching, & job application assistance
- Resume preparation
- Interview techniques
- Job referrals & placement
- Referrals to community services

TWC's Texas Veterans Leadership Program -- Eligibility

Veterans returning from Iraq &
Afghanistan since 2001

TWC's Texas Veterans Leadership Program -- Services

Links veterans to key resources

- Employment
- Education
- Home/land loans & home improvement
- Medical
- Employers
- Military & military spouse support groups
- Community resources

Project RIO Services

- Job search assistance
- Supportive Services
- Work Opportunity Tax Credit information
- Bonding information
- Referral to other services

Work Opportunity Tax Credit

A federal income tax credit for private, for-profit employers who hire from certain target groups/program customers (credit varies):

- Temporary Assistance to Needy Families recipients
- Supplemental Nutrition Assistance Program recipients
- Veterans and disabled veterans
- Ex-felons
- Economic development zone residents
- Vocational rehabilitation agency customers
- Summer youth program customers
- Supplemental security income recipients
- Long-term family assistance recipients

Senior Community Service Employment Program Services

- Comprehensive assessment & individual employment plan
- Paid, half-time on-the-job training
- Community service provided by participants
- Health screening
- Job search & job retention support
- Supportive services

Texas Workforce Solutions

Disability Program Navigator Initiative

GOAL

- Improve access to workforce services
- Increase employment opportunities

for job seekers with disabilities

BY

- Building workforce system capacity
- Strengthening collaborative relationships
- Providing information & support to employers and businesses

Customized Training Funds

Three Funds

- Skills Development Fund
- Self-Sufficiency Fund
- Skills for Small Business



Why This Partnership Makes Sense



Current Demand

- Demand for employment-and career-related services grew in the recent economic downturn:
 - 30 million Americans used a library computer to help address career and employment needs last year
 - 68% used the library to submit on-line applications
 - 76% searched for employment opportunities, and
 - 46% worked on their resumes
- Given that jobseekers are using libraries as a source of help, library staff can benefit from the expertise of the workforce system and its specialized tools and resources.

Current Partnerships between Public Workforce System and Libraries

- Signing of Memorandums of Understanding or other formal agreements;
- Co-locations between One-Stops and Public Libraries;
- Inclusion of libraries as a stop on the route of Mobile One-Stop Career Centers;
- Collaborating to train library staff about employment and training resources available through the workforce system;
- Using space available at a library to provide career assistance to library patrons, or to host career events; such as job fairs; and
- Sharing workforce and labor market information, including data on high-growth industries and occupations.

Questions / Discussion

To locate the nearest Texas Workforce Center:

www.texasworkforce.org/dirs/wdas/wdamap.html

To visit your local workforce board's web site:

www.texasworkforce.org/dirs/wdbs/wdbweb.html

Contact Information

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