



Texas Workforce Commission Office of Commissioner Representing Labor

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Greetings from Julian Alvarez III, Commissioner Representing Labor

There are two things that are hot in Texas: the weather and our thriving Texas economy! Texas continues to be the best place to live, work and do business. This year is my third year as Labor Commissioner and I wanted to take this time to inform you about all the great work that's taking place here at TWC. This is the first edition of my E-Newsletter and I wanted to focus on Apprenticeship and how we have promoted and expanded this training model in Texas. Enjoy and remember to follow me on Twitter! [@AlvarezTWCLabor](https://twitter.com/AlvarezTWCLabor)

Texas Labor Market Jobs Report May '19

In case you missed it, Texas set a record low unemployment rate of 3.5% in May 2019! The lowest that has ever been reported since series tracking began in 1976.

To view the Report, visit the [TWC YouTube Channel](#).



TWC ApprenticeshipTexas Expansion Efforts

July 2019 – June 2022

Texas Workforce Commission (TWC) recently received a Department of Labor (DOL) grant award of **\$5.4 million** to support statewide apprenticeship expansion efforts from **July 2019 – June 2022**. These funds will increase, expand, and integrate registered apprenticeship programs (RAPs) with new industries and diversify apprentices. This new opportunity will continue Texas' efforts to expand the number of apprentices in registered programs, support and encourage Registered Apprenticeship diversification and integrate Registered Apprenticeship Programs into state workforce development strategies. Registered Apprenticeships are a viable career path for youth, adults, and career seekers, especially underrepresented populations, as well as a valuable workforce development strategy for businesses.

Apprenticeships are industry-driven, high-quality, career pathways where employers can develop and prepare their future workforce.

November 2016 – October 2020

The TWC received over **\$2.8 million** in a grant award to fund the ApprenticeshipTexas State Expansion Grant project which will realign agency services to support expansion and implement Registered Apprenticeship as a leading talent development strategy. Target industries include Information Technology, Advanced Manufacturing, Aerospace and Defense, STEM, Finance and Energy. The project will serve 634 apprentices with a focus on women in

apprenticeship, youth, individuals with disabilities, veterans, Native Americans, and persons of color, among others.

\$1,401,443 (49%) of the total ApprenticeshipTexas Grant was awarded to Local Workforce Development Boards (Boards):

- Workforce Solutions Gulf Coast
- Workforce Solutions Capital Area
- Workforce Solutions for South Texas
- Workforce Solutions of Central Texas
- Workforce Solutions Lower Rio Grande Valley
- Workforce Solutions of the Coastal Bend
- Workforce Solutions Cameron

TWC is participating in the DOL Expansion Grant activities which include expanding the knowledge of all workplace partners of Registered Apprenticeship as a training model to meet employer workforce training needs. Registered Apprenticeships allow employers to:

- Build a highly skilled workforce
- Prepare for a retiring workforce
- Retain qualified workers – show career path and wage increases
- Reduce turnover cost showing a positive return on investment

The DOL Expansion Grant activities focus on the developing career pathways for underrepresented population to increase retention and success. Recently, we have had tremendous success in connecting Disabled/Homeless Veterans and Foster Youth with Registered Apprenticeships and connecting them with lifelong careers!

Apprenticeship Fulfilling the Goals of the Tri-Agency

For the first time in 2016, DOL awarded an Expansion grant to TWC to develop new Registered Apprenticeships and conduct an outreach campaign to expand registered apprenticeships in traditional and nontraditional industries and occupations. These goals aligned with the Tri-Agency (TWC, TEA and THECB) recommendations to expand apprenticeship opportunities for all Texans! New Registered Apprenticeships have been developed in Texas with:

Toyota/TXFAME

Toyota/TXFAME San Antonio signed their DOL apprenticeship standards for Mechatronics Technician in September 2017, a 2-year program with beginning wages of \$12 per hour and ending wage of \$17.50 per hour. The program currently has 30 registered apprentices.

Northside Independent School District Earl Warren High School

Construction Careers Academy signed their DOL standards for carpentry, construction craft laborers, electricians and plumbers in 2017. Wages for high school students begin at minimum wage and end the program with a wage increase of \$13.55 per hour.

St. David's Healthcare

St. David's Healthcare is the first healthcare organization in Texas to register a new occupation "Registered Nurse Residency". This new apprenticeable occupation will train over 300 new nurses during their first year on the job after becoming registered nurses. This training model will utilize seasoned staff to provide mentorship, help



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



new nurses enhance safety practices, improve patient care while reducing work stress and increasing job satisfaction among new nurses entering the field.

Project Quest Cybersecurity

Signed their DOL standards to become the First Cybersecurity Software Development Apprenticeship program in Texas.

CyberDefenses

Cyberdefenses graduated their first cohort of cybersecurity apprentices at the Texas State Capitol on November 14, 2018. This first group of apprentices joined the program without IT or cybersecurity experience and are now members of a security analyst team.



Workforce Career and Education Outreach Specialist Pilot Program

During July 2018, the TWC Commissioners approved funding to pilot the Workforce Career and Education Specialist Initiative. The funds were awarded to the following board areas: Capital Area, Central Texas, Borderplex, West Central Texas, Lower Rio Grande Valley, North East Texas and Gulf Coast Workforce Board. This pilot program supports the achievements of Texas' goals outlined in the Tri-Agency report, THECB's 60X30TX and SB 2105 by ensuring students gain degree certification and graduate with marketable skills and minimal student debt. Part of the program requires the specialist to provide career guidance and workforce information to students, including underrepresented populations regarding pre-apprenticeships and registered apprenticeship programs.



Apprenticeship Board Awards 2019



On March 12, 2019, the Commission unanimously approved the Registered Apprenticeship Expansion Board Award to recognize and reward local Boards for their achievement in developing, implementing and expanding Registered Apprenticeships. The award honors a local Board that has engaged employers to develop new Registered Apprenticeships or to expand the occupations of and/or recruit new apprentices to existing Registered Apprenticeships. Boards are eligible to receive up to \$100,000 for each board area. A maximum of three awards will be distributed annually through a nomination format. The first three awards will be honored during the Annual TWC Conference in December 2019.

Apprenticeship Articulation

Apprenticeship Crosswalks recognize the need to provide educational pathways to apprentices of registered apprenticeship programs. Apprenticeship Director, Desi Holmes along with colleagues from THECB worked on cross walks articulating experience gained in a Registered Apprenticeships to college credit at local Texas community and technical colleges.

During Texas' Apprenticeship week in 2017, representatives from Registered Apprenticeship training programs, TSTC, San Jacinto College, Lee College and Blinn College gathered in Houston to work on the crosswalk under the guidance of Dr. Sallie Kay Janes, Associate Vice Chancellor of San Jacinto College articulating DOL industry recognized certificates towards associate's degrees.

Thanks to funding from TWC and Perkins Grant funding from THECB, young adults can now continue their advance studies after graduating from a Registered Apprenticeship. 18 crosswalks have been completed. As new Registered Apprenticeships are developed, the crosswalk will be updated by the workgroup. The apprenticeship crosswalks can currently be found on TWC's website at twc.texas.gov/businesses/apprenticeshiptexas and the Texas Higher Education Coordinating Board website at www.thecb.state.tx.us

Pre-Apprenticeship to Apprenticeship: Building the Future Workforce

TWC provided Workforce Innovation and Opportunity Act National Dislocated Worker Grant funding after Hurricane Harvey to community and technical colleges, as well as apprenticeship programs, for capacity-building efforts in areas where training gaps existed. The funds were available for developing programs or modify programs to create short-term, fast-track offerings related to construction rebuilding needs, as validated by employers.

MC3 (Apprenticeship Readiness Model) Texas Building Trades Short-Term Training. The first cohort of 19 disaster impacted individuals graduated from the Texas Building Trades short-term training known as the MultiCraft Core Curriculum (MC3). This 120-hour short-term training provided OSHA 10 and basic construction skills training which will allow these individuals to safely work on a construction site. All graduates were offered employment and will continue their training via a registered apprenticeship program.



To enhance their job readiness. Milwaukee Tools provided basic hand tools to these graduates. The MC3 safety training not only prepares graduates for the workforce, but also prepares them for real life situations. At a nuclear power plant in Bay City, Texas one of the graduates employed at the power plant gave CPR to an employee who was having a heart attack. The MC3 graduate, Charles Park gave the employee CPR, (a training received during his Apprenticeship) and successfully resuscitated the employee. To date five cohorts of students have received MC3 training.



To prepare tomorrow's workforce, pre-apprenticeship to apprenticeship programs provide the educational and career pathways needed to close the skills gap.

Trio Electric- responding to the shortage in the skilled trades and to create a pathway into the middle class, a partnership was formed between Spring Branch ISD, Houston Community College; Upskill Houston; Workforce Solutions; DOL; ApprenticeshipTexas and TRIO Electric. Students receive on the job training, DOL credit hours, Houston Community College requirements for a Level 1 Electrician's Certificate, dual credit and a high school diploma. During the summer months students work as paid interns with TRIO.



Tiny Homes- Northside ISD Earl Warren Construction Academy in San Antonio provides an advance and rigorous curriculum focusing on construction technology, construction management, architectural design, applied engineering and real-world experience such as their capstone project which consists of building tiny homes. These tiny homes are auctioned off every spring and the proceeds of the sale are reinvested into their program.



Explore Apprenticeship- VR piloted a new program called Explore Apprenticeship which was aimed at assisting VR students to learn about and experience careers that can be entered through the apprenticeship training model. The program took place at two community college districts: Dallas County Community College District (DCCCD) and San Jacinto College (SJC). It was designed to build the knowledge of apprenticeship career pathways for students with disabilities and is focused on awareness through interactive and project-based learning coupled with site visits.



86th Legislative Session (2019)

During the 86th Legislative Session, TWC requested an increase in Apprenticeship funding of \$1,345,000 in General Revenue for the FY2020-2021 (FY2020 \$480,00 and FY2021 \$865,000) biennium, to create 1,035 new apprentices to continue TWC's goal of paying \$4.00 per contract hour for existing programs.

The apprenticeship training program supports employer's efforts to meet the growing demand for skilled workers, such as electricians, plumbers, pipefitters, sheet metal workers, and carpenters. These programs provide on-the-job training, preparatory instruction, supplementary instruction, or related instruction in apprentice able occupations, allowing Texans to earn while they learn.

New apprentices will have an hourly rate averaging \$13.91 during their first year, while fourth and fifth year apprentices will have hourly rates averaging \$20.67 and \$23.88, respectively. Apprenticeship programs will help Texas achieve its goals of ensuring students graduate with marketable skills and minimized student loan debt.

Apprenticeship Conference

In 2017, TWC held its first annual ApprenticeshipTexas Conference in San Antonio, Texas bringing educators and informing employers about expanding registered apprenticeships and marketing to new sectors and underrepresented populations.

On September 20, 2018, the U.S. Secretary of Labor delivered the keynote address at our 2nd Annual ApprenticeshipTexas conference. Attending the conference were 314 attendees, including ISDs, EDCs, Chamber groups, Boards, Employers, Apprenticeship Programs, Community and Technical Colleges.

Register for the 3rd Annual ApprenticeshipTexas Conference September 19 & 20, 2019, San Antonio Riverwalk.



See you there!

[Click here to Register](#)

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Questions?
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