

Local Workforce Development Board Plan Program Years 2021–2024

Guidance and Checklist

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Introduction

Under the Workforce Innovation and Opportunity Act (WIOA) §108 (20 Code of Federal Regulations §679.500–580), each Local Workforce Development Board (Board) is required to develop and submit to the state a comprehensive four-year plan (Board Plan) that identifies and describes policies and procedures as well as local activities that are in line with the State Plan. This Board Plan must be developed openly and be available to the public for comment for at least 15 days, but no more than 30 days, particularly to members of the business and educational communities as well as various other labor organizations. Along with submission of the Board Plan to the Texas Workforce Commission (TWC), the Board must submit all public comments of disagreement with the plan to TWC.

At the end of the first two-year period, the appropriate chief elected officials (CEOs) and the Board will review the local plan and prepare and submit modifications to reflect changes in the labor market and economic conditions, factors affecting the implementation of the plan, changes in financing, changes to the structure of the Board, and/or the need to revise strategies to meet local performance goals.

Instructions for Completing the Board Plan

Complete the Board Plan using the template provided in Attachment 1.

Answer each part and section separately and do not combine sections. If the same response is used for multiple sections, please repeat the response. For example, do not state “See Section 2.B.” as the response.

When developing the Board Plan, use the checklist and elements provided in this guidance to ensure that the questions are thoroughly addressed.

Do not provide separate additional attachments.

For example: If it is important that additional data, map, or some other attachment, appendix, or additional content be submitted with your plan, please attach it to the plan and reference the attachment in the appropriate places in the plan.

Part 1: Board Vision and Strategies

The strategic elements of the Local Workforce Development Board Planning Guidelines (Guidelines) are as follows:

A. Vision and Goals

(WIOA §108(b)(1)(E); 20 CFR §679.560(a)(5))

Boards must include a description of the Board’s strategic vision to support regional

economic growth and economic self-sufficiency. The description must include:

- goals for preparing an educated and skilled workforce, including early education services, and services for youth and individuals with barriers to employment; and
- goals relating to the performance accountability measures based on performance indicators described in WIOA §116(b)(2)(A).

Minimum Plan Requirements:

- A description of strategic vision to support regional economic growth and self-sufficiency
- Goals for preparing educated and skilled workforce, including:
 - Early education services
 - Youth
 - Individuals with barriers to employment
- Goals relating to the performance accountability measures
- Goals that meet WIOA §116(b)(2)(A) (See Attachment 3: Statutory References.)

B. Board Strategies

(WIOA §108(b)(1)(F); 20 CFR §679.560(a)(6))

Boards must include a description of the Board’s strategy to work with the entities carrying out the core programs and with the required partners to align resources available to the local workforce development area (workforce area) to achieve the vision and goals.

Minimum Plan Requirements:

- A description of the Board’s strategy to work with:
- the entities carrying out the core programs; and
 - the required partners; to
 - align resources to achieve vision and goals.

Note: The plan does not need to name every core program or required partner, but it must describe the Board’s strategy for how it will work with the entities carrying out the core programs and work with the required partners to achieve the vision and goals. The following checklists are for your reference only.

Core programs

- Youth workforce investment activities
- Adult employment and training activities
- Dislocated worker employment and training activities
- Adult education and literacy activities
- Employment services
- Vocational rehabilitation services

Required partners

- WIOA adult, dislocated worker, and youth programs
- the Wagner-Peyser Employment Service (ES) program
- the Adult Education and Literacy (AEL) program
- the Vocational Rehabilitation (VR) program
- the Unemployment Insurance (UI) program
- the Trade Adjustment Assistance (TAA) program
- Choices, the Temporary Assistance for Needy Families (TANF) employment and training program
- Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T)
- Child Care and Development Fund (CCDF) child care/Texas Rising Star program
- Apprenticeship programs (Texas Education Code, Chapter 133)
- Veterans employment and training programs
- Senior Community Service Employment Program

C. High-Performing Board

(WIOA §108(b)(18); 20 CFR §679.560(b)(17))

Boards must include a description of the actions the Board will take toward becoming or remaining a high-performing Board, consistent with the factors developed by the Texas Workforce Investment Council (TWIC).

Minimum Plan Requirements:

- the actions a Board will take to become or remain a high-performing Board

Part 2. Economic and Workforce Analysis

A. Regional Economic and Employment Needs Analysis

(WIOA §108(b)(1)(A); 20 CFR §679.560(a)(1))

Boards must include a regional analysis of the following:

- The economic conditions, including existing and emerging in-demand industry sectors, in-demand occupations, and target occupations
- The employment needs of employers in existing and emerging in-demand industry sectors, in-demand occupations, and target occupations

Minimum Plan Requirements:

NOTE: See WD Letter 24-20, titled “In-Demand Industries, In-Demand Occupations, and Target Occupations Lists” for including in the Board Plan the Board’s analysis and lists of in-demand industries, in-demand occupations, and target occupations.

Economic conditions:

- Existing in-demand industry sectors
- Emerging in-demand industry sectors
- Existing in-demand occupations
- Emerging in-demand occupations
- Target occupations

Employment needs:

- Existing in-demand industry sectors
- Emerging in-demand industry sectors
- Existing in-demand occupations
- Emerging in-demand occupations
- Target occupations

- Lists of the in-demand industry sectors, in-demand occupations, and target occupations

Minimum Plan Requirements:

A list of:

- Industry sectors
- In-demand occupations
- Target occupations

Note: As appropriate, a workforce area may use an existing analysis, provided that it is recent and provides a current and accurate description of the regional economy.

B. Knowledge and Skills Analysis

(WIOA §108(b)(1)(B); 20 CFR §679.560(a)(2))

Boards must include an analysis of the knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs for in-demand industry sectors, in-demand occupations, and target occupations.

Minimum Plan Requirements:

An analysis of knowledge and skills needed to meet the following:

- Employers' needs
- Employment needs in in-demand industry sectors, in-demand occupations, and target occupations

C. Labor Force Analysis and Trends

(WIOA §108(b)(1)(C); 20 CFR §679.560(a)(3))

Boards must include an analysis of the regional workforce, including current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment.

Minimum Plan Requirements:

An analysis of regional workforce, including the following:

- Employment data
- Unemployment data
- Labor market trends
- Educational and skill levels
- Individuals with barriers to employment

D. Workforce Development Analysis

(WIOA §108(b)(1)(D); 20 CFR §679.560(a)(4))

Boards must include an analysis of workforce development activities in the region, including education and training.

Note: This analysis must include the strengths and weaknesses of workforce development activities and an evaluation of the effectiveness of programs and services. It must evaluate the Board’s capacity to provide workforce development activities to address the identified education and skills needs of the workforce. The analysis must include individuals with barriers to employment. The analysis also must address the employment needs of employers.

Minimum Plan Requirements:

An analysis of workforce development activities in the region, including the following:

- General workforce development activities
- Education activities, including Early Childhood Education (ECE) and K–12
- Training activities
- Strengths and weaknesses of activities
- Effectiveness of programs and services
- Board’s capacity to provide workforce development activities
- Individuals with barriers to employment
- Employment needs of employers

Part 3: Core Programs

A. Workforce Development System

(WIOA §108(b)(2); 20 CFR §679.560(b)(1))

Boards must include a description of the workforce development system in the workforce area that

identifies:

- the programs that are included in the system; and
- how the Board will work with the entities that facilitate core programs and other workforce development programs **to support alignment to provide services**, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006, that support the strategy identified in the State Plan under WIOA §102(b)(1)(E).

Minimum Plan Requirements:

A description of the workforce development system in the workforce area that identifies the following:

- Programs included in the system

How the Board will do the following:

- Support the strategy identified in the State Plan
- Work with the entities carrying out core programs and other workforce development programs
- Support alignment to provide services
 - Including programs authorized under the Carl D. Perkins Act

Note: The plan does not need to name every core program, but it must describe the Board’s system for how it will work with the entities carrying out the core programs. The following checklist is for reference only.

Core programs

- Youth workforce investment activities
- Adult employment and training activities
- Dislocated worker employment and training activities
- Adult education and literacy activities
- Employment services
- Vocational rehabilitation services

B. Core Programs—Expand Access, Facilitate Development, and Improve Access

(WIOA §108(b)(3); 20 CFR §679.560(b)(2))

Boards must include a description of how the Board will work with entities carrying out core programs to:

- expand access to employment, training, education, and support services for eligible individuals, particularly eligible individuals with barriers to employment;
- facilitate the development of career pathways and coenrollment, as appropriate, in core

programs, including specific career pathways occupations that the Board currently includes on its Target Occupations Lists, and career pathways occupations that the Board is planning to develop; and

- improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable).

Boards must include a description of the Board’s plan for working with at least one of the Governor’s industry clusters.

Minimum Plan Requirements:

A description of how the Board will work with entities that facilitate core programs to do the following:

- Expand access to employment training, education, and support services for the following:
 - Eligible individuals
 - Eligible individuals with barriers to employment
- Facilitate development of career pathways and coenrollment in core programs
- Improve access to activities leading to postsecondary credential
 - Including a credential that is an industry-recognized certificate or certification, portable, and stackable

Note: The plan does not need to name every core program, but it must describe the Board’s system for how it will work with the entities carrying out the core programs. The following checklist is for reference only.

Core programs

- Youth workforce investment activities
 - Adult employment and training activities
 - Dislocated worker employment and training activities
 - Adult education and literacy activities
 - Employment services
 - Vocational rehabilitation services
- A description of the Board’s plan for working with at least one of the governor’s industry clusters.

Part 4: One-Stop Service Delivery

A. One-Stop Service Delivery System

(WIOA §108(b)(6); 20 CFR §679.560(b)(5))

Boards must include a description of the one-stop delivery system in the workforce area,

including explanations of the following:

- How the Board will ensure the continuous improvement of eligible providers and how providers will meet the employment needs of local employers, workers, and job seekers
- How the Board will facilitate access to services provided through the one-stop delivery system, including to remote areas, through the use of technology and other means
- How entities within the one-stop delivery system, including the one-stop operators and the one-stop partners, will comply with WIOA §188 (related to Non-Discrimination), if applicable, and with applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals who have disabilities
- The roles and resource contributions of the one-stop partners

Minimum Plan Requirements:

A description of the one-stop delivery system, including explanations of the following:

- How the Board will ensure continuous improvement of eligible providers
- How providers will meet the employment needs of employers, workers, and job seekers
- How the Board will facilitate access to services, including referrals to VR services and access to remote areas
- Compliance with accessibility of facilities, for example, for individuals with disabilities
- Roles and resource contributions of the one-stop partners

B. Cooperative Agreements

(WIOA §108(b)(14); 20 CFR §679.560(b)(13))

Boards must provide copies of executed cooperative agreements that explain how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local one-stop delivery system. This includes cooperative agreements (as defined in WIOA §107(d)(11)) between the Board or other local entities described in §101(a)(11)(B) of the Rehabilitation Act of 1973 (29 USC 721(a)(11)(B)) and the local office of a designated state agency or designated state unit that administers programs that are carried out under Title I of the Rehabilitation Act (29 USC 720 et seq.) (other than §112 or part C of that title (29 USC 732, 741) and are subject to §121(f) in accordance with §101(a)(11) of the Rehabilitation Act (29 USC 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals who have disabilities and to other individuals, such as cross training of staff, technical assistance, use and

sharing of information, cooperative efforts with employers, and other efforts.

- Include copies of executed cooperative agreements.

C. Employer Engagement, Economic Development, and Unemployment Insurance Program Coordination

(WIOA §108(b)(4); 20 CFR §679.560(b)(3))

Boards must include a description of the strategies and services that will be used in the workforce area to do the following:

- Facilitate engagement of employers in the workforce development programs, including small employers and employers in in-demand industry sectors, in-demand occupations, and target occupations
- Support a local workforce development system that meets the needs of businesses in the workforce area
- Better coordinate workforce development programs and economic development
- Strengthen links between the one-stop delivery system and unemployment insurance programs

Note: This may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, use of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers. These initiatives must support the strategy described above.

Minimum Plan Requirements:

A description of strategies and services to do the following:

- Facilitate engagement of employers in workforce development programs
- Support local workforce development system that meets needs of businesses
- Better coordinate workforce development and economic development
- Strengthen links between one-stop and unemployment insurance

D. Coordination of Wagner-Peyser Services

(WIOA §108(b)(12); 20 CFR §679.560(b)(11))

A description of plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other services provided through the one-stop delivery system.

Minimum Plan Requirements:

A description of plans, assurances, and strategies for the following:

- Maximizing coordination
- Improving service delivery
- Avoiding duplication

E. Integrated, Technology-Enabled Intake and Case Management

(WIOA §108(b)(21); 20 CFR §679.560(b)(20))

Boards must include a description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under WIOA and by one-stop partners.

Minimum Plan Requirements:

A description of the following:

- How Workforce Solutions Offices are implementing and transitioning to an integrated, technology-enabled intake and case management information system
- For programs carried out under WIOA
- And by one-stop partners
- Indicate the use of:
 - Paperless case management systems
 - Mobile units

Part 5: Workforce Investment Activities

A. Economic Development and Entrepreneurial/Microenterprise Activities

(WIOA §108(b)(5); 20 CFR §679.560(b)(4))

Boards must include an explanation of how the Board will coordinate local workforce investment activities with regional economic development activities that are carried out in the workforce area and how the Board will promote entrepreneurial-skills training and microenterprise services.

Minimum Plan Requirements:

An explanation of the following:

- How the Board will coordinate local workforce investment activities with regional economic development activities
- How the Board will promote entrepreneurial-skills training
- How the Board will promote microenterprise services

B. Rapid Response Activity Coordination

(WIOA §108(b)(8); 20 CFR §679.560(b)(7))

Boards must include a description of how the Board will coordinate workforce investment activities carried out in the workforce area with statewide rapid response activities described in WIOA §134(a)(2)(A).

Minimum Plan Requirements:

- A description of how the Board will coordinate local workforce investment activities with statewide rapid response activities described in WIOA §134(a)(2)(A). (See Attachment 3: Statutory References.)

C. Youth Activities and Services

(WIOA §108(b)(9); 20 CFR §679.560(b)(8))

Boards must include a description and assessment of the type and availability of workforce investment activities for youth in the workforce area, including activities for youth with disabilities. This description must include an identification of successful models of such activities.

Minimum Plan Requirements:

A description and assessment of the type and availability of workforce investment activities for the following:

- Youth
- Youth with disabilities
- Successful models identified

D. Coordination with Secondary and Postsecondary Education Programs

(WIOA §108(b)(10); 20 CFR §679.560(b)(9))

Boards must include a description of how the Board will coordinate its workforce investment activities with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services.

Minimum Plan Requirements:

A description of how the Board will:

- Coordinate its workforce investment activities with relevant secondary and postsecondary education programs and activities
- Coordinate strategies, enhance services, and avoid duplication of services

E. Child Care and Early Learning

(40 TAC §809.12 Board Plan for Child Care Services)

Each Board must include a description of how the Board is strategically managing child care and early learning within its workforce system to enhance school readiness and strengthen and support

the child care industry.

Note: This may include efforts to:

- Coordinate with employers, economic development, and other industry leaders to increase the awareness and importance of early learning as a workforce and economic development tool
- Support improved school readiness through higher-quality child care, including Texas Rising Star, and through partnership opportunities such as prekindergarten partnerships
- Support the needs of the child care industry, which could include assistance with business development or shared services, as well as opportunities to support professional growth and career pathways for early education

Minimum Plan Requirement

A description of how the Board:

- Sets strategic goals for child care and early learning as a key economic and workforce support
- Develops and implements strategic quality improvement goals to enhance school readiness
- Strengthens and supports the child care industry

F. Transportation and Other Support Services

(WIOA §108(b)(11); 20 CFR §679.560(b)(10))

Boards must include a description of how the Board will provide transportation, including public transportation, and other appropriate support services in the workforce area in coordination with WIOA Title I workforce investment activities.

Minimum Plan Requirements:

A description of how Board will provide the following:

- Transportation, including public transportation
- Other support services

G. Coordination of Adult Education and Literacy (AEL)

(WIOA §108(b)(13); 20 CFR §679.560(b)(12))

Boards must include a description of how the Board will coordinate WIOA Title I workforce investment activities with AEL activities under WIOA Title II. This description must include how the Board will carry out the review of local applications submitted under Title II consistent with

WIOA §§107(d)(11)(A) and (B)(i) and WIOA §232.

Minimum Plan Requirements:

A description of how the Board will do the following:

- Coordinate WIOA Title 1 workforce investment activities with AEL activities under WIOA Title II
- Review local applications
- Thoroughly describe the local application review process
- Include a simple reference to local application review process

Part 6: Adult, Dislocated Workers, and Youth Services

A. Adult and Dislocated Worker Employment and Training

(WIOA §108(b)(7); 20 CFR §679.560(b)(6))

Boards must include a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the workforce area. Boards must include a description and assessment of the type and availability of adult, dislocated worker and youth employment and training activities in the workforce area.

Boards must also include the list of assessment instruments (tools) used for adult, dislocated worker, and youth.

Minimum Plan Requirements:

- A description and assessment of the type and availability of adult and dislocated worker employment and training activities
- Assessment instruments (tools) used for Adult, Dislocated Workers, and Youth.

B. Priority to Recipients of Public Assistance and Low-Income Individuals

(20 CFR §679.560(b)(21))

Boards must include the Board policy to ensure that priority for adult individualized career services and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, consistent with WIOA §134(c)(3)(E) and §680.600 of the Final Regulations, as well as veterans and foster youth, according to the priority order outlined in the WIOA Guidelines for Adults, Dislocated Workers, and Youth. Boards must also include a list of any Board-established priority groups, if any.

Minimum Plan Requirements:

The Board policy to ensure priority for adult individualized career services and training services will be given to the following:

- Recipients of public assistance
- Other low-income individuals

- Individuals who are basic skills deficient
 - Veterans
 - Foster youth
- List of Board priority groups (if any)

Part 7: Fiscal Agent, Grants, and Contracts

A. Fiscal Agent

(WIOA §108(b)(15); 20 CFR §679.560(b)(14))

Boards must include identification of the entity responsible for the disbursement of grant funds described in WIOA §107(d)(12)(B)(i)(III), as determined by the CEOs or the governor under WIOA §107(d)(12)(B)(i).

Minimum Plan Requirements:

- Identification of entity responsible for disbursement of grant funds

B. Sub-Grants and Contracts

(WIOA §108(b)(16); 20 CFR §679.560(b)(15))

Boards must include a description of the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities.

Minimum Plan Requirements:

- A description of competitive process used to award sub-grants and contracts

Part 8: Performance

A. Board Performance Targets

(WIOA §108(b)(17); 20 CFR §679.560(b)(16))

Boards must include a description of the local levels of performance negotiated with TWC and the CEOs consistent with WIOA §116(c), to be used to measure the performance of the area and to be used by the Board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under WIOA Title I subtitle B, and the one-stop delivery system in the area.

Minimum Plan Requirements:

- A description of local levels of performance to be used to measure performance of:
- The workforce area
 - Local fiscal agent (when appropriate)
 - Eligible providers

- One-stop delivery system

Part 9: Training and Services

A. Individual Training Accounts (ITAs)

(WIOA §108(b)(19); 20 CFR §679.560(b)(18))

Boards must include a description of how training services outlined in WIOA §134 will be provided through the use of ITAs, including, if contracts for training services will be used, how the use of such contracts will be coordinated with the use of ITAs under that chapter, and how the Board will ensure informed customer choice in the selection of training programs, regardless of how the training services are to be provided.

Minimum Plan Requirements:

A description of the following:

- How training services will be provided with the use of ITAs
- How contracts for training services will be coordinated (if contracts are to be used)
- How the Board will ensure informed customer choice

B. ITA Limitations

(20 CFR §663.420)

Boards may impose limits on the duration and amount of ITAs. If the state or Board chooses to do so, the limitations must be described in the Board Plan, but must not be implemented in a manner that undermines WIOA's requirement that training services are to be provided in a manner that maximizes customer choice in the selection of an Eligible Training Provider. Exceptions to ITA limitations may be provided for individual cases and must be described in Board policies.

Minimum Plan Requirements:

Does the Board impose ITA limits?

- No
- Yes
- Limitations are described in the plan
- Limitations do not affect customer choice
- Description of exceptions to ITA limitations

Part 10: Apprenticeship

A. Registered Apprenticeship Programs

Boards must include a description of how the Board will encourage Registered Apprenticeship

programs in its workforce area to register with the Eligible Training Provider System in order to receive WIOA funding.

Minimum Plan Requirements:

A description of how the Board will encourage Registered Apprenticeship programs to do the following:

- Register with the Eligible Training Provider System in order to receive WIOA funding

B. Apprenticeship Texas

Boards must include a description of the Board’s strategy and commitment to support Apprenticeship Texas efforts across the state, as applicable.

Minimum Plan Requirements:

A description of the following:

- The Board’s strategy and commitment to support Apprenticeship Texas

Part 11: Public Comment

Boards must include a description of the process used by the Board, consistent with WIOA §108(d), 20 CFR §679.550(b) and §679.560(b) and (e), to:

- make copies of the proposed local plan available to the public through electronic and other means, such as public hearings and local news media;
- include an opportunity for comment by members of the public, including representatives of business, labor organizations, and education;
- provide at least a 15-day, but no more than a 30-day period for comment on the plan before its submission to TWC, beginning on the date that the proposed plan is made available, before its submission to TWC; and
- submit any comments that express disagreement with the plan to TWC along with the plan.

Minimum Plan Requirements:

- A description of the public comment period process
- Any comments that represent disagreement with plan?
 - Yes
 - No

Appendix: Texas Workforce Investment Council Requirements

Local Workforce Development Board Strategic Planning

The Texas Workforce Investment Council (TWIC) is charged under Texas Government Code §2308.101(5), 2308.302(a), and 2308.304(a)(b)(4), and the Workforce Innovation and Opportunity Act of 2014 (WIOA) (Public Law 113–128) with recommending the plans of Local Workforce Development Boards (Boards) to the governor for consideration for approval. TWIC reviews each Board Plan to ensure that local goals and objectives are consistent with the statewide goals and objectives in the system plan, The Texas Workforce System Strategic Plan FY 2016–FY 2023, which can be found at <https://gov.texas.gov/uploads/files/organization/twic/System-Strategic-Plan-Update.pdf>.

Additionally, state law charges TWIC with reporting annually to the governor and to the Texas legislature on the implementation of the system’s strategic plan and monitoring the operation of the state’s workforce system to assess the degree to which the system is effective in achieving state and local goals and objectives. Therefore, TWIC also reviews Board Plans and plan modifications to determine each Board’s progress in implementing strategies that align with the strategic plan for the Texas workforce system. Following consideration for approval at a regularly scheduled quarterly meeting, TWIC recommends the Board Plans to the governor for consideration for approval. Boards’ responses to the following planning elements are reviewed by TWIC for alignment and are the basis for recommending approval.

Demonstrating Alignment with Texas’ Strategic Plan for the Workforce System

The four sections below list and describe the four system goals from The Texas Workforce System Strategic Plan FY 2016–FY 2023 (2020 Update) that identify critical, high-priority system issues for the state. **For each goal, briefly describe one significant Board strategy or initiative that fulfills the intent of the goal. Also, please include the corresponding page number(s) within your plan that further details the identified strategy or initiative.**

System Goal 1 and Rationale

Focus on Employers

By accessing critical education and labor data sets, employers can better find and plan for skilled workers to meet their needs in both the immediate time frame and the future. Through greater engagement with employers, education and training providers can better design career and technical education content and delivery options that are more aligned with industry needs. Providers can make adjustments in program content to benefit employers and students, as well as address both state and regional economic needs.

System Goal 1—Local Board Response

Board response and corresponding plan page number(s):

System Goal 2 and Rationale

Engage in Partnerships

Through collaborative and transparent processes, workforce system partners focus on outcomes that improve the employability of all program participants—from across a wide spectrum of capabilities and experiences—to meet employer needs. The leveraging of partnerships to enhance system alignment and outcomes depends on trust, a culture of collaboration both within and external to the workforce system, deep working relationships, and technical capacity to communicate to share needs, data, and information. Partnerships can provide for common planning, intake, and reporting on outcomes, as well as ensuring a “no wrong door” approach to the provision of workforce programs and services.

System Goal 2—Local Board Response

Board response and corresponding plan page number(s):

System Goal 3 and Rationale

Align System Elements

By improving transitions, aligning programs, and ensuring portability and transferability, Texas improves access and the ability of all participants to complete programs of study, earn credentials, transition to further education, and gain critical employability skills. Texas employers are better positioned to find and hire the employees they need through an enhanced education and training pipeline.

System Goal 3—Local Board Response

Board response and corresponding plan page number(s):

System Goal 4 and Rationale

Improve and Integrate Programs

Accelerate employment and improve efficiencies through shared resources that can be leveraged to create new, relevant, and innovative opportunities that serve the needs of all stakeholders. By addressing high-priority programmatic needs through an integrated strategy, decision-making at the system, partner, and participant levels is improved and system service delivery is enhanced. The changing economic and educational landscapes provide opportunities to share relevant data through appropriate “push” mechanisms in an organized manner to key stakeholders who rely on information generated by system partners.

System Goal 4—Local Board Response

Board response and corresponding plan page number(s):