2	Upskilling and Training to Address Skills Gaps Discussion Paper				
Background The Texas labor market continues to hit new record highs. As of October 2023, the seasonally adjusted job count numbered 14,048,200; Texas was first in the nation in year job growth with 391,500 jobs gained; and the annual growth rate outpaced the full point, 2.9 percent compared to 1.9 percent nationally. With more than 644,000 e and three million small businesses in the state, there are significant opportunities for and reskilling workers to support and sustain the state's economic growth and indust expansion. The Texas Workforce Commission (TWC) is in a unique position to help who need a workforce with skills to match these critical and growing occupations.					
12 13 14	Staff has identified a significant need to provide support for upskilling and training for occupations in industries such as health care, transportation, semiconductor and technology, broadband development, and construction.				
15 16 17 18	Issue To meet the growing demand for workers in high-demand industries, TWC would distribute Workforce Innovation and Opportunity Act (WIOA) statewide funds to Local Workforce Development Boards (Boards) to provide:				
19 20	 upskilling in high-demand occupations; and/or training that leads to industry-recognized credentials in high-demand occupations. 				
21 22 23	The program would provide funds to Boards to connect individuals with employers in high-demand industries and fund upskilling and job training in a wide variety of those industries across the state.				
24 25 26	Boards would use funds to partner with employers, colleges, nonprofit and community organizations, other state agencies, and training providers that support upskilling and training in high-demand jobs.				
27 28	Program participants must meet the following eligibility requirements for WIOA statewide funds:				
29 30 31 32	 Are at least 18 years of age Are authorized to work in the US, and are in compliance with Selective Service requirements, if applicable 				
33 34 35 36 37	The use of the statewide Eligible Training Providers List (ETPL) and Individual Training Accounts is allowed but not required. WIOA establishes the ETPL as the primary method of locally-provided training services for WIOA Adult and Dislocated Worker program participants, with limited exceptions. The requirement to use ETPL programs for training services is not applicable to WIOA statewide-funded programs.				

- 1 Based on an analysis of labor market data relating to high-demand jobs, Standard Occupation
- 2 Classification (SOC) major groups that would be supported by this program may include, but are
- 3 not limited to:

- Healthcare Practitioner and Support Occupations (SOC 29-0000 and 31-0000, including emergency medical technicians and nurses);
 - Production Occupations (SOC 51-0000, including semiconductor technicians);
 - Construction and Extraction Occupations (SOC 47-0000);
 - Installation, Maintenance, and Repair Operations (SOC 49-0000, including broadband installation and related fields); and
 - Transportation and Material Moving Operations (SOC 53-0000, including acquisition of commercial driver's license).

Recommendation

- Staff recommends the distribution to Boards of \$3 million in WIOA statewide funds, with a \$50,000 base amount, to provide upskilling in high-demand occupations and/or training that leads industry-recognized credentials in high-demand occupations to support in-need industries, including health care, transportation, semiconductor and technology, broadband development, and construction. The distribution amounts will align with the 2024 WIOA Formula Funds distribution methodology; however, Boards may:
 - request an adjustment to the distribution amount based on regional demand; or
 - decline these funds, in which case, declined funds will be distributed proportionately across other participating Boards.

Distribution Amounts

LWDA #	LWDA Name	Equal Base Distribution	Factor Based Distribution	Total Distribution
1	Panhandle	\$50,000	\$17,438	\$67,438
2	South Plains	\$50,000	\$21,007	\$71,007
3	North Texas	\$50,000	\$11,967	\$61,967
4	North Central	\$50,000	\$96,900	\$146,900
5	Tarrant County	\$50,000	\$94,156	\$144,156
6	Dallas	\$50,000	\$138,630	\$188,630
7	North East	\$50,000	\$17,395	\$67,395
8	East Texas	\$50,000	\$48,057	\$98,057
9	West Central	\$50,000	\$15,256	\$65,256
10	Upper Rio Grande	\$50,000	\$52,902	\$102,902
11	Permian Basin	\$50,000	\$32,006	\$82,006
12	Concho Valley	\$50,000	\$6,735	\$56,735
13	Heart of Texas	\$50,000	\$17,060	\$67,060
14	Capital Area	\$50,000	\$46,992	\$96,992
15	Rural Capital	\$50,000	\$35,001	\$85,001
16	Brazos Valley	\$50,000	\$18,043	\$68,043
17	Deep East Texas	\$50,000	\$29,691	\$79,691
18	Southeast Texas	\$50,000	\$41,861	\$91,861
19	Golden Crescent	\$50,000	\$9,881	\$59,881
20	Alamo	\$50,000	\$120,471	\$170,471
21	South Texas	\$50,000	\$20,074	\$70,074
22	Coastal Bend	\$50,000	\$49,329	\$99,329
23	Lower Rio Grande	\$50,000	\$116,646	\$166,646
24	Cameron County	\$50,000	\$40,103	\$90,103
25	Texoma	\$50,000	\$8,249	\$58,249
26	Central Texas	\$50,000	\$24,438	\$74,438
27	Middle Rio Grande	\$50,000	\$16,210	\$66,210
28	Gulf Coast	\$50,000	\$453,502	\$503,502
LWDA Totals		\$1,400,000	\$1,600,000	\$3,000,000