

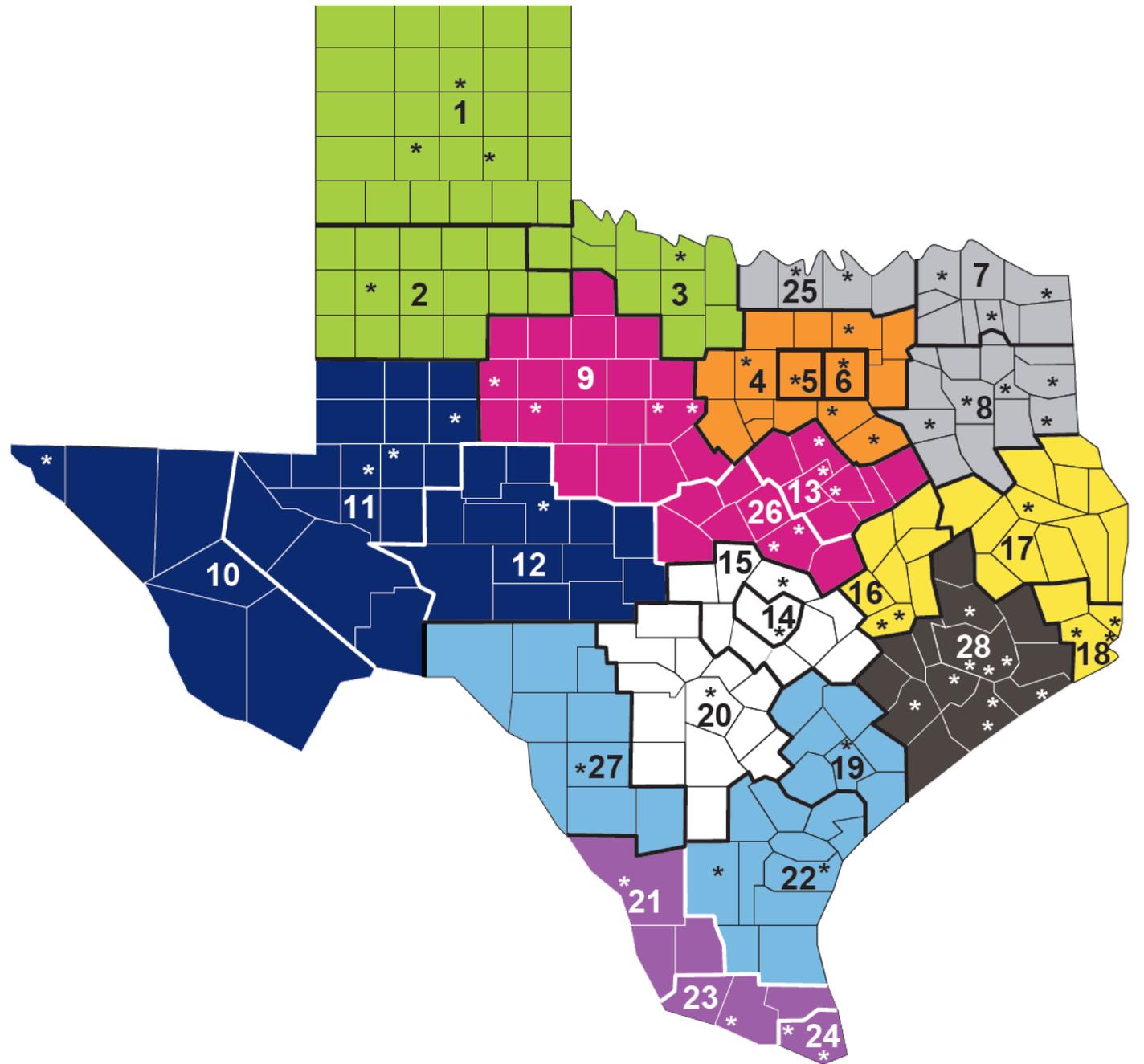


Employer Engagement and Community Outreach Programs

TEXAS
WORKFORCE SOLUTIONS

A proud partner of the AmericanJobCenter[®] network

Growing Employ Engagement and Community Outreach Team



TEXAS WORKFORCE COMMISSION

How do you maximize your current relationships to better support the employers in your community?

How do you identify what programs are best suited for the employers in your region?

What challenges are you dealing with that prevent you from partnering with your economic development organizations, chamber's of commerce and other partners?

What are you doing to eliminate that barrier?



Customized Training for Texas Employers



SKILLS
Development Fund

Skills Development Fund grants assist businesses by financing the design and implementation of customized job-training programs to increase the skills level and wages of the Texas workforce

- 2023 Success - \$16 million awarded
 - Funded 43 Skills grants with the average award of \$372,929
 - Funding supported the creation of 2,779 jobs
 - Funding upgraded the skills of 6,238 incumbent workers

WHY A CONSORTIUM?

Consortium Example

5 businesses in different or like industries

20 trainees for each business

Average of \$2,000 per participant

Average of \$200,000 per business for training

Total is \$1,000,000 SDF project

15% admin fee \$150,000 which is more than enough to pay for two full time employees to manage the grant

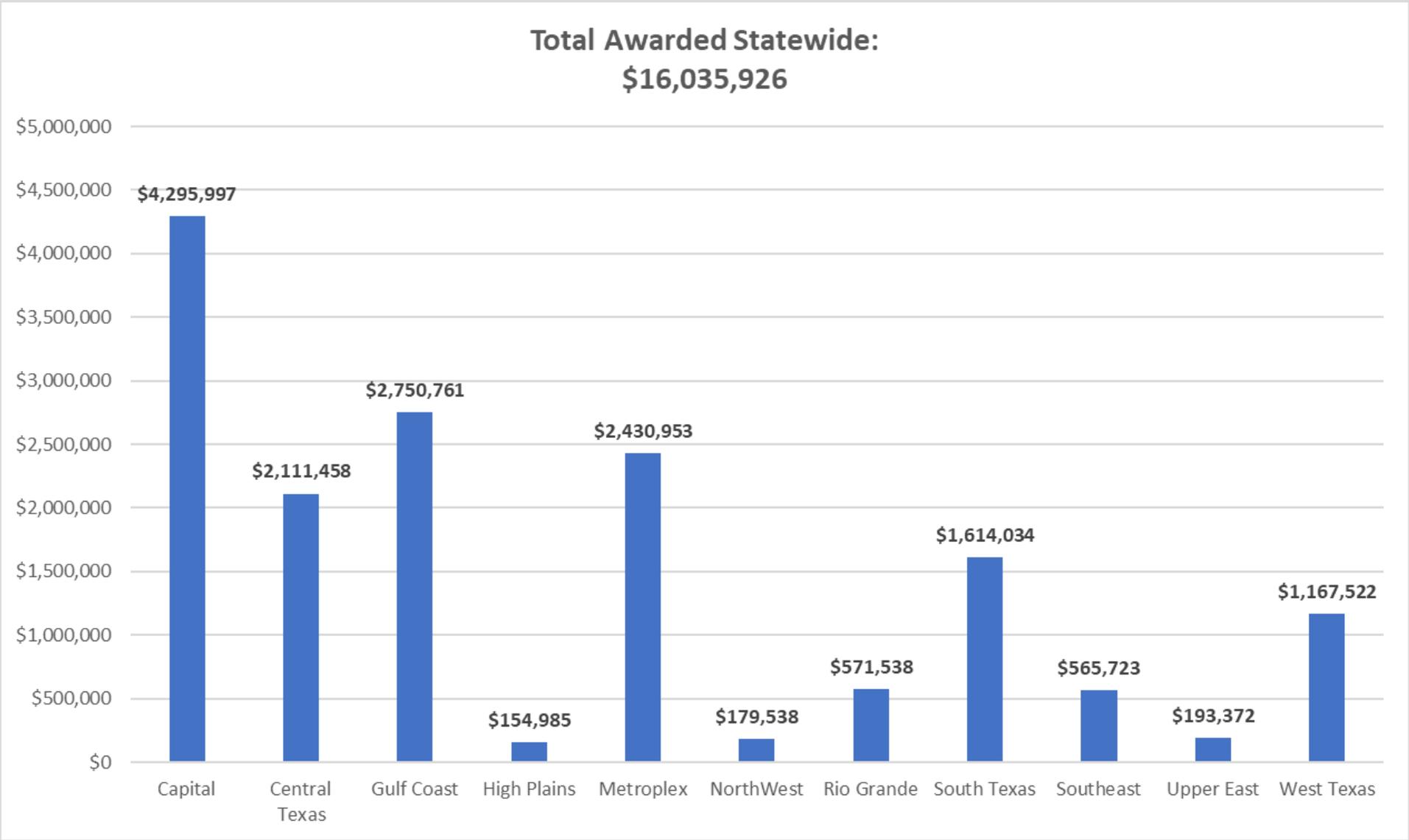
RINSE AND REPEAT

Workforce Training Grants

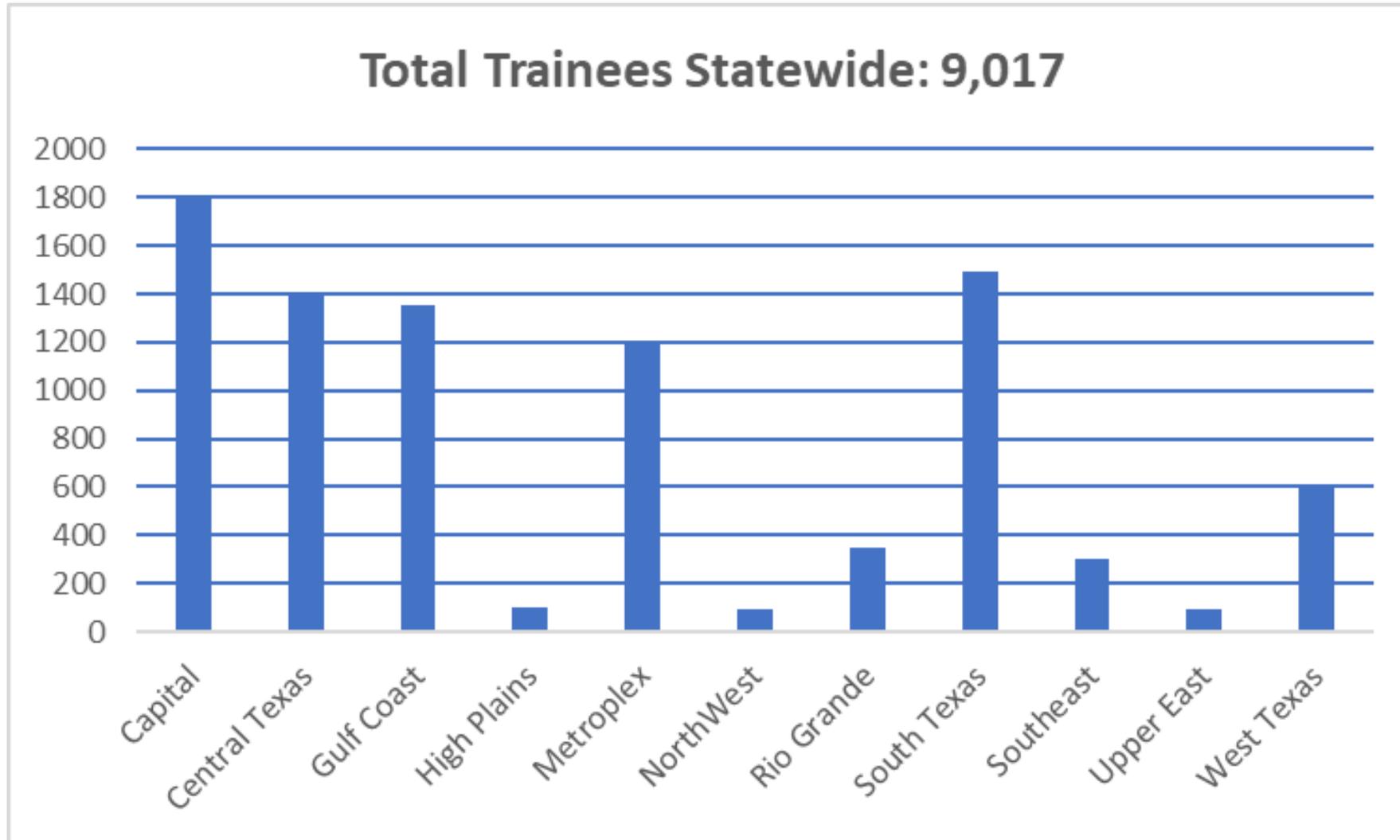
- Skills Development Fund
- Self-Sufficiency Fund
- High Demand Job Training
- Texas Industry Partnership
- Skills for Small Business
- Lone Star Workforce of the Future Fund



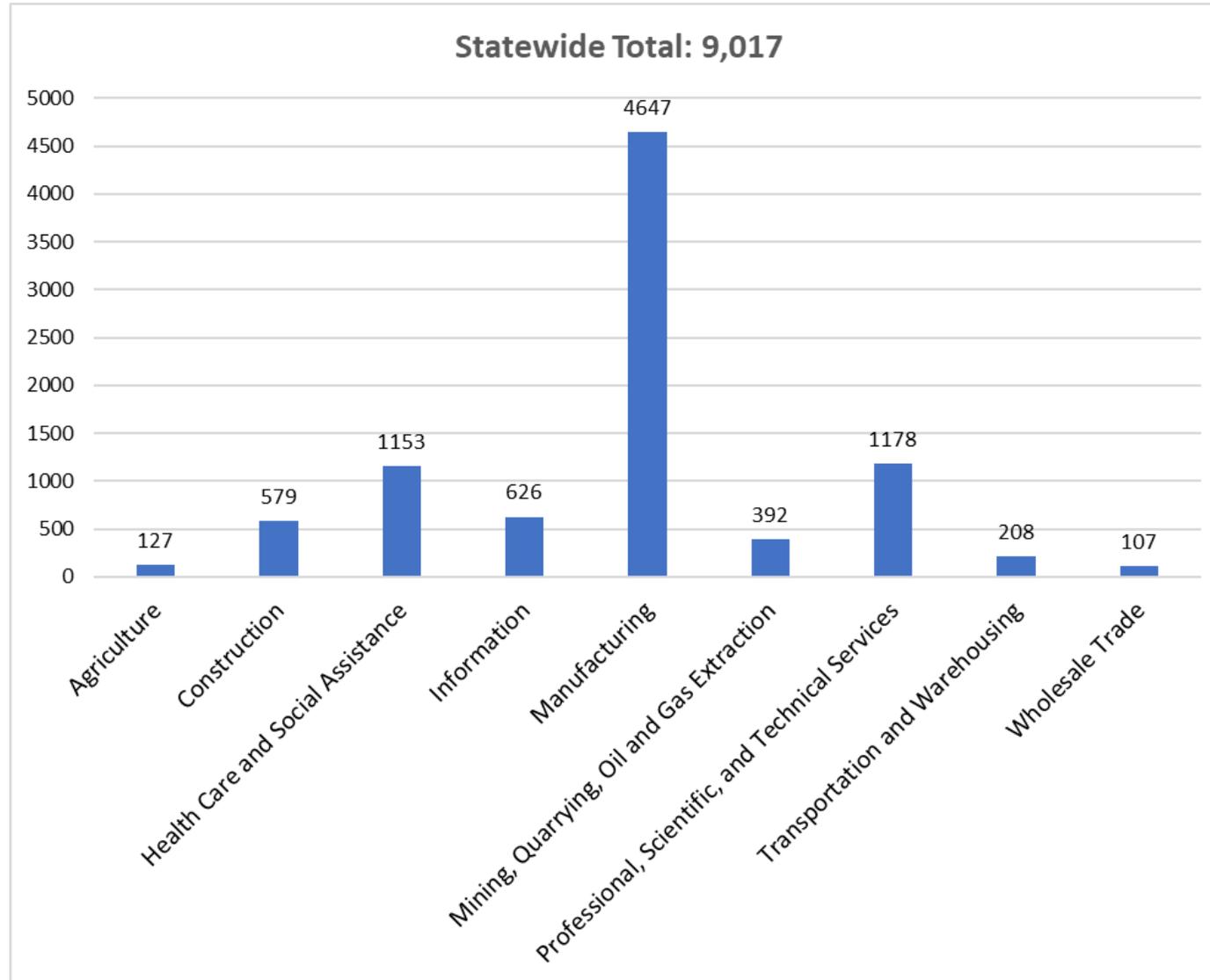
Skills Development Funds Awarded by Region



Skills Development Trainees by Region



Skills Development Trainees by Industry



\$17,000,000
available NOW



Provides training for un-employed or under-employed individuals who are identified as low-income, youth up to the age 24 who are part of a low-income family or at risk of becoming dependent on public assistance.

Participants receive occupational skills and industry recognized credentials.

Participants must be placed in the occupation in which they were trained.

Program Specifics

Eligible Applicants include

- A private, nonprofit Community-based organization 501C(3)
- Public Community Colleges
- Public Technical Colleges
- Texas Engineering Extension Services (TEEX)

Targeted cost per trainee: \$2,500

Targeted cost covers both training costs and certain support services, such as case management and other services needed to help individuals prepare for and participate in training activities.

Training must result in an acceptable industry-recognized certificate or credential in one of the following industry clusters:

- Advanced Manufacturing
- Aerospace, Aviation and Defense
- Biotechnology and Life Sciences
- Construction, Logistics and Transportation
- Energy
- Information Technology



SKILLS

For Small Business

- Training for businesses with fewer than 100 employees
- Tuition and fees up to \$1,800 for new employees and up to \$900 for existing workers per 12-month period
- Select courses from catalogs for public community or technical colleges, or TEEX



**Texas
Industry
Partnership**



**High
Demand
Job Training**

Local workforce boards and EDCs or non-profits work as partners to support their local economy and utilize Workforce Innovation and Opportunity Act (WIOA) funding.

WIOA funds up to \$150,000 and the designated partner matches this amount dollar per dollar

\$3 million is available to fund equipment and training for FY24

Training must focus on high demand targeted occupations determined by the Governor's Office or the local workforce board target occupations.

High Demand Job Training Rural Focus



As part of the Statewide Rural Initiatives, the Texas Workforce Commission (TWC) approved a series of changes to the High Demand Job Training (HDJT) program to benefit rural communities.

The changes include:

- Designated an additional \$1,000,000 for rural projects
- Eliminated the annual limit of awards a Local Workforce Development Board (LWDB) may receive

TWC defines a rural area as a municipality with a population of fewer than 25,000 or an unincorporated area of a county with a population of fewer than 200,000 people.

Lone Star Workforce of the Future Fund

Purpose of the fund is to develop workforce training programs that are administered by **community and technical colleges and non-profit organizations** to increase the supply of qualified workers for entry-level to mid-level jobs in high demand occupations.

FY24 2.5M

FY25 2.5M

Uses of the fund include:

- Curriculum development
- Instructor fee/certifications
- Training materials
- Work-based experience stipends
- Support services
- Administrative cost 10%

Program Parameters:

- Up to \$7500 per participant
- \$250,000 cap on single grantee (multiple projects can be included)
- Training must lead to a full-time occupation in a high-demand and high-growth career that results in a self-sufficient wage



Invest in your Employers with the Skills Development Fund

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HOW TO GET STARTED



SKILLS
Development Fund

Set up a Teams or In-Person meeting with all Stakeholders

- Workforce Board Liaison
- College Representative
- TWC Outreach Team
- Business LEADERSHIP

Items to discuss –overview of SDF and what's in for them

- COMPLETE THE PROJECT DEVELOPMENT WORKSHEET
 - Explain process
 - Set expectations
 - Review Business Checklist and get Buy-In



Project Development Worksheet

Business Partner(s)	
Business Contact Info	
College(s) in Service Area	
WF Solutions/BSU Rep	
TWC Outreach Member	

Type of Training (Goals and Objectives; Certifications)	Desired Start Date:

Occupations to be Trained (New or Existing; Industry)	Approx. Number of Trainees and how many new hires:

Unique Circumstances (Proprietary Training; Multiple Locations; Relocation)

Next Steps (Business Expectations)

So you've
had a
fabulous
first
meeting...
Now what?!



SKILLS
Development Fund

DO NOT LEAVE THE MEETING WITHOUT THESE THINGS NAILED DOWN

- Set up the next meeting before everyone leaves. Send out the meeting maker **AT THE MEETING**
- Send everyone a copy of the Project Development Worksheet along with the meeting maker

Determine next steps and ASSIGN DUTIES

- Who is going to handle the project from the college and / or board and business standpoint
 - Key players!
- Who is going to work on what training is needed
- Who is going to determine WHO gets the training
- Who is going to work on the MOU contents

What to keep in mind while discussing a future SDF project

- Is everyone at the business committed to the idea of workforce training
- Where is the college in this process
 - Need to engage at the beginning of the discussions
- Are they comfortable releasing the necessary information for the application process i.e. social security numbers, wages, date of hire
- Are they currently training their employees?
 - If so, how much are they spending a year or per person
 - Related to non-technical training, if the state paid for all the technical training, the business could use those funds to pay the college for non-technical training i.e. soft skills
- Find out if there are courses that are required by law
- Job descriptions are critical. Ask for them
- Will you be able to provide all of the training needed
 - Are you able to customize where they need it
 - Do we need third party trainers
 - Do we have adjunct professors that can be utilized

Second Meeting Agenda



College takes the lead on this meeting with TWC Outreach Team Member(s) present to help guide and answer any questions

- Bring laptop
- Open LOTS
- Enter in all pertinent business data needed to get the regulatory review completed
 - Provide a high-level explanation of LOTS and how they will be interacting with the portal
 - Give specifics on how to get the ball rolling for the Regulatory Review
- Review the list of training needs from the business everything AND the kitchen sink
 - Talk about Biz versus Gen versus Non-Technical training
- Discuss what is needed for each of the employees that will be trained and how they will be able to review in LOTS
- Application must include detailed project description, unique circumstances and explain workforce board engagement

Helpful Tips



SKILLS
Development Fund

The target average cost per trainee is \$2,000 **THERE IS VERY LITTLE WIGGLE ROOM HERE**

- 80 hours per trainee is a best practice
- Courses should be around \$100 per hour
- Courses that register more than \$2,000 per trainee or over \$100/training hour will need to be justified in the application
- Admin costs must be included in the \$2,000 per participant and the college can take all or part or none at their discretion

Up to 50% of the initial training can be proprietary training provided by the business. If there is a second project for training, no more than 25% of that training can be proprietary. **If none of the courses are proprietary, then none of the training can be done by the business.**

CUSTOMIZED COURSES ARE NOT PROPRIETARY!

Helpful Tips



An average 1% wage increase is expected from the business partner for incumbent workers who complete training.

Ensure the grant amount listed is consistent throughout the entire project document as well as the Workforce Development Board form.

Attachment A on the Private Partner Information Form (PPIF) is only to be used if the business employs a PEO. If the business uses a PEO, a letter must be **obtained from the PEO on their letterhead** that provides the following specific information:

- The business name
- They must state that they are the PEO for said business
- The total number of employees they are reporting for the business participating in the SDF
- The TWC account number for the business

Helpful Tips



The Project Development to Awarded/Contracted timeline for a standard project is **60-90 days**. Training can begin **after** the Contract has been signed/executed.

Supervisor level positions in non-SOC 11-1000 series could be eligible to participate and will be considered on a case-by-case basis based on their official job description, supervision responsibilities, among other criteria.

Top tier management positions (**11-1000 SOC series such as CEO, CFO, Executive Director**) are not eligible to participate.

Make sure there are no abbreviations in the course names or training providers.

\$17,000,000
available NOW

Technical Training Definitions



Business Technical

Mostly, but not limited to, technical courses that are industry specific and are focused on the core activities and occupations of the business that are requesting them.

Technical Training Definitions



General Technical

- General Technical: Technical courses essential to the business, but transferable between multiple occupations and / or employers. Typical fields of study identified under this category include, but are not limited to:
 - Finance Courses, like Generally Acceptable Accounting Practices (GAAP)
 - Industry-recognized certifications, like crane or forklift operators
 - General courses in business administration and management, like Statistics for Process Techs, Technical Writing, Certified Agile Leadership.
 - Project management studies (includes courses providing training to those seeking to take the Project Management Professional certification exam.)
 - Courses related to best practice techniques, like Lean Six Sigma



Non-Technical

Non-Technical is limited to 25% or less.

- **Courses may include “soft skills”, such as leadership and management training.**
 - **Trainings that are required by law or regulations for an industry or business.**
 - **Examples:**
 - Leadership and customer service
 - Microsoft Office Suite: Basic, Intermediate and Advanced

*Mandatory Human Resources courses new employee orientation, timekeeping, workplace conduct, ethics, diversity, or compliance may not be included in the project.

Creative and Innovative Ways to build an SDF Project!

- Include a primarily NON technical business that wants training into a viable SDF project...can you say Consortium?
- OSHA courses – required versus beneficial
- Contingency Contracts are your friend! If you think you might have a few smaller projects and want to be more flexible about when training can begin, ask about a CC
- Let us be your hands and feet! Bird Dog the employers for us and we'll do the heavy lifting until the project development is underway
- Use your Outreach Team Member early and often during project development to avoid known pitfalls
- 'We need soft skill training!' Texas pays for technical and business pays for soft.
- What if the business needs more training than you can provide and you cannot meet the 50% training hours threshold?
- To tech or non



Help your Employers retain their Employees with Skills For Small Business

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Process to Apply



Eligible Applicants:

- Public community colleges
- Technical colleges
- Texas Engineering Extension Service (TEEX)

Contact your Outreach Team Member to connect you to the appropriate party to set up the contract

The minimum to open an SSB grant is \$20K with \$1K for administrative cost

You will automatically be given \$10K for childcare facilities* to participate

*not required to meet prevailing wage

Helpful Tips



- Training **MUST** be provided by the Grantee.
NO THIRD-PARTY TRAINERS ARE ALLOWED
- Trainees must be full-time employees
- Employers with 99 people or less are eligible to participate
- Employers must pay prevailing wages in the local labor market for the trainees funded under the grant
- Tuition and fees up to \$1,800 for new employees, and up to \$900 for incumbent workers per 12-month period
- Businesses can apply online on the TWC website
- Select courses from catalogs for public community or technical colleges, or Texas A&M Engineering Extension Service (TEEX)



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\$17,000,000
available NOW

Employer Engagement & Community Outreach Department
Outreach & Employer Initiatives Division
Texas Workforce Commission



Texas Workforce Commission
Outreach and Employer Initiatives



Skills Development Fund



Helpful Tips



- **Third-Party Trainers can conduct no more than 50% of the training.**
 - A **Third-Party Trainer** is defined as an **independent training entity or company** that is not directly affiliated with the organization or institution providing the training. These trainers operate externally and often specialize in offering education services across various industries.
 - In the Budget Section under 'Name of Training Provider', the Company name must be listed, not the College.
 - An **Adjunct Professor** is defined as a part-time faculty member who is hired on a contractual basis and is not a permanent faculty member of an educational institution. Adjunct professors often hold other permanent career professional positions elsewhere and are usually practitioners. They are generally hired on a contractual or temporary basis to teach specific courses as needed, bringing their expertise to the institution for the duration of the course or academic term. They are an extension of the College, instructing co-developed curriculum.