

Workforce Solutions East Texas Board

Local Workforce Development Board Plan

Program Years 2025-2028

Part 1: Board Vision and Strategies

Vision and Goals

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

Each Board must include a description of the Board's strategic vision to support regional economic growth and economic self-sufficiency. The description must contain:

- goals for preparing an educated and skilled workforce, including the provision of early education services and services for youth and individuals with barriers to employment as defined by WIOA §3(24); and
- goals relating to the performance accountability measures based on the performance indicators described in WIOA §116(b)(2)(A).

Board Response:

Strategic vision to support regional economic growth and economic self-sufficiency

Mission

The Mission of the Workforce Solutions East Texas Board is to improve the quality of life through economic development by providing a first-class workforce for present and future businesses.

Vision

Workforce Solutions East Texas has active economic development with a premier Workforce attracting and supporting growth of business and industry.

Goals for preparing an educated and skilled workforce, including the provisions of early education services, services for youth and individuals with barriers to employment

Workforce Solutions East Texas Board Committee Goals and Action Items adopted by the Workforce Solutions East Texas are summarized below:

Workforce Solutions East Texas Board and Executive Committee

1. Continue to work toward first or second place in their Performance Measure Quartile
2. Continue to shape the brick and mortar and affiliate partnerships
3. Continue to grow Texas Rising Star Participation
4. Continue to earn additional awards and increase participation and excellence at the TWC Conference

Economic Development Committee

1. Completion of an economical and universal broadband system in rural areas providing more access to technology
2. Strong partnerships exist between education and business/industry resulting in more opportunities for youth including internships and apprenticeships
3. Business and industry consider workforce centers the hub for connecting all job seekers with employment opportunities
4. Lower unemployment rates through training, knowledge, and abilities (Goal for all Committees)
5. Strengthen relationships with Economic Development entities to coordinate planning and service delivery strategies
6. East Texas has excellent access to transportation including highways, trains, and airports

Welfare-to-Work Committee

1. Provide Texas Rising Star certified centers and provide quality child-care to customers seeking employment and/or education (Priority)
2. A training program is in place to assist single parents including housing assistance, study programs, and child-care assistance
3. Lower unemployment rates through training, knowledge, and abilities
4. Programs exist increasing knowledge of careers for parents, youth, and educators
5. Increasing number of inspiring stories for people who have successfully moved from welfare to work
6. All workforce earns at least a living wage
7. Collaboration with local resources will maximize workforce program funding
8. Because of our success in economic development individuals in need of Supplemental Nutrition Assistance Program benefits are significantly below the national average in our region

Youth Committee

1. Increased graduation rates as well as the GED and literacy skills
2. High School students graduate with industry recognized credentials in a demand entry-level position through internships and apprenticeships
3. Lower unemployment rates through training, knowledge, and abilities (Goal for all Committees)
4. Programs that exist increase knowledge of careers for parents, youth, and educators

5. Educational opportunities have resulted in an increase in degreed, certified, or credentialed young adults
6. Exposure to career options begins at lower elementary in coordination with business and industry
7. There are different pathways to graduation with career readiness as the focus
8. The youth make education and career choices earlier
9. Collaboration with local resources will maximize workforce program funding

Workforce Centers

1. Lower unemployment rates through training, knowledge, and abilities (Goal for all Committees)
2. All job seekers will find barrier free workforce services
3. Programs and job placement services are improved for veterans returning from military services
4. Geographical accessibility to all workforce centers
5. Our programs and projects are recognized by industry peers and seen as breakthrough, innovative, and highly successful
6. Business and industry consider workforce centers the hub for connecting all job seekers with employment opportunities
7. Customers are served in ways promoting personal growth and development

Top Strategies identified by the Board are summarized below:

1. Outreach Plan – To businesses as well as participants
2. Expand training opportunities/increase the amount of investments made in training – Help create a workforce for the employers in the area
3. Enhance services overall – measure return on investment
4. Partnering with recovery support services to address the Methamphetamines and Opioid crisis in East Texas

All the Committee Goals identified are intended to support directly or indirectly the attainment of Texas Workforce Commission performance accountability measures for which are summarized below:

- Claimant Reemployment within 10 Weeks
- # Employers Receiving Texas Talent Assistance

Program Participation Measures

- Choices Full Work Rate – All Family Total
- Average # of Children Served per Day – Combined

Workforce Innovation and Opportunity Act Outcome Measures

- Employed/Enrolled Quarter 2 Post Exit – C&T Participants
- Employed/Enrolled Quarter 2 -Quarter 4 Post Exit – C&T Participants
- Median Earnings Quarter 2 Post Exit – C&T Participants
- Credential Rate - C&T Participants
- Employed Quarter 2 Post Exit – Adult
- Employed Quarter 4 Post Exit – Adult
- Median Earnings Quarter 2 Post Exit – Adult
- Credential Rate - Adult
- Measurable Skills Gain - Adult
- Employed Quarter 2 Post Exit – Dislocated Worker
- Employed Quarter 4 Post Exit – Dislocated Worker
- Median Earnings Quarter 2 Post Exit – Dislocated Worker
- Measurable Skills Gain – Dislocated Worker
- Credential Rate -Dislocated Worker
- Employed/Enrolled Quarter 2 Post Exit – Youth
- Employed/Enrolled Quarter 4 Post Exit – Youth
- Credential Rate - Youth
- Measurable Skills Gain – Youth

B. Board Strategies

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

Boards must provide a description of their strategies to work with the partners that carry out Adult Education and Literacy (AEL) and Vocational Rehabilitation (VR) activities to align the resources available to the local workforce development area (workforce area) to achieve the Boards' vision and goals.

Workforce Innovation and Opportunity Act (WIOA) Title 1 Adult, Dislocated Worker and Youth Programs are implemented by the Workforce Centers Services Provider – Dynamic Workforce Solutions, LLC - TX. In addition, a small portion of WIOA Youth funding is used for “Stand Alone” Youth projects which operate independently of the Workforce Centers, although services are coordinated. The Stand-Alone Projects are intended to offer alternative service venues for area youth and currently include a project operated by East Texas Literacy Council.

The contract between the Workforce Solutions East Texas Board (Board) and Dynamic Workforce Solutions LLC. - TX outlines the Board's priorities for operating WIOA programs in compliance with federal and state requirements. Contract requirements are further clarified through Texas Workforce Commission guidance letters, Board directives and technical assistance. Operating under the auspices of the East Texas Chief Elected Officials (CEO) Board, the East Texas Council of Governments (ETCOG) serves as grant recipient and fiscal agent for the Workforce Solutions East Texas Board.

The Board maintains a Workforce Systems Improvement Team (WSIT) which monitors performance and compliance by the Workforce Centers Services Provider. The WSIT works hand in hand with the

Workforce Centers Services Provider staff to assure best practices are implemented and the needs of employers and job seekers are met. The WSIT works in conjunction with the Operations Division of the East Texas Council of Governments in areas of contracting, financial management and oversight.

Workforce Innovation and Opportunity Act (WIOA) Adult Education and Literacy (AEL) Programs are operated by PAVE East Texas (formerly the Literacy Council of Tyler), which serves as the Texas Workforce Commission AEL grant recipient for the East Texas Workforce Development Area. Located on the Tyler Junior College West Campus Literacy Council of Tyler – PAVE East Texas provides services for Smith, Cherokee and Wood Counties. They in turn contract with Angelina College, Kilgore College, Northeast Texas Community College, Panola College, and Trinity Valley Community College to serve the remainder of the East Texas Workforce Development Area.

The Workforce Solutions East Texas Board collaborates with the local AEL program for referrals to and from the Workforce Centers. As opportunities arise, the AEL Providers and Workforce Centers participate jointly in career pathways and other training opportunities.

Required Partners include:

Workforce Innovation and Opportunity Act (WIOA, Workforce Investment Act, formerly or WIA)

The Workforce Solutions East Texas Board contracts with Dynamic Workforce Solutions, Inc. - TX to implement WIOA Adult, Dislocated Workforce and Youth Programs. In addition, the Workforce Solutions East Texas Board utilizes a portion of WIOA Youth funding for a Stand-Alone Youth project through a contract with East Texas Literacy Council.

Wagner-Peyser Service (ES)

Employment Services (ES) for employer and jobseeker customers are funded through the Wagner Wagner-Peyser Act. Employment Services staff are employees of the State of Texas and the Texas Workforce Commission and are supervised by the TWC Area Manager stationed in the Tyler Workforce Center. Employment Services staff work under the direction of Dynamic Workforce Solutions, LLC. - TX, the Workforce Center Service Provider, in carrying out tasks which support performance measures and center activities. ES staff assist with the achievement of the Claimant Reemployment with (10) Weeks and the Number (#) of Receiving Workforce Assistance Performance Measures. ES staff will also assist with the on-going efforts of the Trade Adjustment Assistance Program (TAA).

Unemployment Insurance Benefits Information Program (UI)

The Workforce Center's staff including Dynamic Workforce Solutions, LLC. - TX and ES staff provide workforce customers with relevant information about requirements for Unemployment Insurance Program benefits, which are administered by the Texas Workforce Commission.

Trade Adjustment Assistance Program (TAA)

Trade Adjustment Act services are provided by Workforce Center's staff in cooperation with Employment Services staff. Trade Adjustment Act services may also be provided jointly by TAA staff and Workforce Center's staff when, at the direction of the Texas Workforce Commission, Trade

Adjustment Act staff who are employees of TWC are assigned to work under the direction of the Workforce Centers Services Provider (Dynamic Workforce Solutions, LLC. - TX).

Choices, the Temporary Assistance for Needy Families (TANF) employment and training program

Dynamic Workforce Solutions, LLC – TX. operates the Choices Temporary Assistance for Needy Families (TANF) employment and training program.

Supplemental Nutrition Assistance Program Employment and Training (SNAP (E&T))

Dynamic Workforce Solutions, LLC. - TX operates the Supplemental Nutrition Assistance Program Employment and Training (SNAP (E&T)).

Subsidized Child Care Services

The Workforce Solutions East Texas Board contracts with BakerRipley to provide subsidized Child Care Services. Some of the Child Care Services staff are assigned to the Tyler and Longview Workforce Centers.

Apprenticeship programs (Chapter 133 of the Texas Education Code)

Area Apprenticeship programs operate outside of the Workforce Centers, however, Center staff make referrals to the Apprenticeship Navigator, when appropriate.

National and Community Services Act program

The National and Community Services Act program operates outside of the Workforce Centers.

Senior Community Service Employment Program

A memorandum of understanding is in place with the Motivation, Education, and Training, Inc. to coordinate services in the region.

Non-Certificate Postsecondary Career and Technology Training programs

Non-Certificate Postsecondary Career and Technology Training programs operate outside of the Workforce Centers, which make referrals to the programs, when appropriate.

VR (WIOA, Title IV) programs

Vocational Rehabilitation Services (VRS) programs are operated by the Texas Workforce Commission and their services are coordinated with the Workforce Centers Services Provider, Dynamic Workforce Solutions, LLC. - TX. Currently, VRS staff are housed at the Athens Workforce Center. Also, VRS will be moving into the Longview Workforce Center in late Winter / Spring 2025. VRS staff not housed at the Workforce Centers may provide services at the Workforce Centers. Texas Workforce Commission Vocational Rehabilitation Services and the Workforce Centers Services Provider work collaboratively on programs such as Summer Earn and Learn and the Student Hireability Navigator

initiative. The Navigator initiative promotes collaboration on educating, engaging, employers on the benefits of disability inclusion to promote awareness, buy-in as work experience, apprenticeship partners.

Veteran employment and training programs

Veteran employment and training programs are operated by Texas Veterans Commission staff at the Longview and Tyler Workforce Centers. Dynamic Workforce Solutions, LLC. - TX actively refers eligible veterans to the Veteran employment and training programs and coordinates services with Veterans staff, assuring veterans priority of service requirements are followed.

C. High-Performing Board

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

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

Board Response:

The Board Strategic Plan is aligned with the Goal Areas for the Texas Workforce investment Council:

- Goal 1- Focus on Employers
- Goal Area 2 - Engage in Partnerships
- Goal Area 3 - Align System Elements
- Goal Area 4 - Improve and Integrate Programs

All the Committee Goals and Texas Workforce Commission performance accountability measures identified in Part 1.A are intended to support directly or indirectly the Texas Workforce Investment Council Plan Implementation and System Outcomes Measures summarized below:

- Educational achievement, GED, high school graduation, credentials, Associate and Bachelor degrees, Measurable Skills Gains
- Entered employment
- Employment retention, Median earnings
- Customers served

Part 2. Economic and Workforce Analysis

A. Regional Economic and Employment Needs Analysis

References: WIOA §108(b)(1)(A); 20 CFR §679.560(a)(1); WIOA §108(b)(1)(B); 20 CFR §679.560(a)(2); WD Letter 24-20, Change 2

Boards must include a regional analysis of the following:

- Economic conditions, including existing and emerging in-demand industry sectors, in-demand occupations, and target occupations
- Employment needs of employers, including the knowledge and skills needed to meet such employment needs, within in-demand industry sectors, in-demand occupations, and target occupations

Board Response:

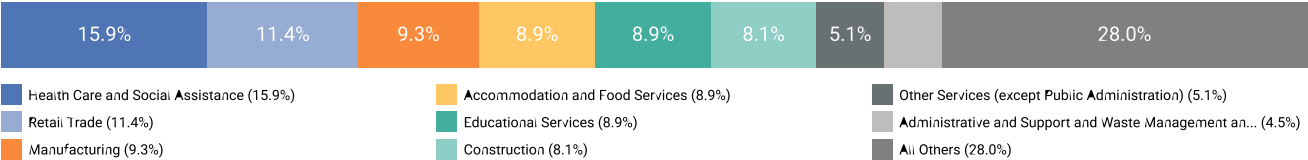


Geographically, East Texas is where the “South ends and Texas begins.” Traveling the stream traversed rolling hills of East Texas from east to west, one can see the transition from the “Piney Woods” of the South to a post oak woodlands/savannah to the Blackland Prairies of the Dallas area. The U.S. Cluster Mapping Project, a joint venture of the Economic Development Administration and Harvard University, places East Texas within the Dallas Texas Economic Area which adjoins the Shreveport Louisiana Economic Area. U.S. Interstate 20 serves as a vital connection between these Economic Areas, crossing from east to west through the cities of Marshall, Longview, Lindale (within the Tyler MSA) and Canton (three of these cities are County seats). U.S Highways 59 (and 259) and 69 bisect Interstate 20 through Marshall, Longview, Tyler respectively and serve as major north/south routes. Along with extensive rail lines and the Tyler and Gregg County airports, our network of highways serves as a major catalyst for economic growth.

Industry Snapshot

The largest sector in the East Texas Workforce Development Area is Health Care and Social Assistance, employing 58,410 workers. The next-largest sectors in the region are Retail Trade (42,087 workers) and Manufacturing (34,154). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Mining, Quarrying, and Oil and Gas Extraction (LQ = 6.60), Agriculture, Forestry, Fishing and Hunting (2.37), and Utilities (1.37).

Total Workers for East Texas Workforce Development Area by industry



Source: JobsEQ®
Data as of 2024Q2
Note: Figures may not sum due to rounding.

Sectors in the East Texas Workforce Development Area with the highest average wages per worker are Management of Companies and Enterprises (\$113,355), Mining, Quarrying, and Oil and Gas Extraction (\$100,626), and Utilities (\$98,223). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Retail Trade (+3,860 jobs), Health Care and Social Assistance (+3,119), and Accommodation and Food Services (+3,078).

Over the next 1 year, employment in the East Texas Workforce Development Area is projected to expand by 3,390 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +1.5% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+874 jobs), Accommodation and Food Services (+334), and Construction (+328).

East Texas Workforce Development Area, 2024Q2¹

| NAICS | Industry | Current | | | 5-Year History | | 1-Year Forecast | | | | |
|-------|--|---------|---------------|------|----------------|-------|-----------------|-------|-----------|-------------|--------------|
| | | Empl | Avg Ann Wages | LQ | Empl Change | Ann % | Total Demand | Exits | Transfers | Empl Growth | Ann % Growth |
| 62 | Health Care and Social Assistance | 58,410 | \$60,170 | 1.07 | 3,119 | 1.1% | 6,585 | 2,602 | 3,109 | 874 | 1.5% |
| 44 | Retail Trade | 42,087 | \$37,410 | 1.16 | 3,860 | 1.9% | 5,893 | 2,415 | 3,337 | 141 | 0.3% |
| 31 | Manufacturing | 34,154 | \$63,443 | 1.17 | 1,632 | 1.0% | 3,674 | 1,270 | 2,178 | 226 | 0.7% |
| 72 | Accommodation and Food Services | 32,736 | \$21,463 | 1.02 | 3,078 | 2.0% | 6,163 | 2,483 | 3,346 | 334 | 1.0% |
| 61 | Educational Services | 32,622 | \$45,300 | 1.10 | 1,464 | 0.9% | 3,303 | 1,385 | 1,674 | 244 | 0.7% |
| 23 | Construction | 29,729 | \$58,594 | 1.36 | 1,239 | 0.9% | 2,874 | 940 | 1,606 | 328 | 1.1% |
| 81 | Other Services (except Public Administration) | 18,833 | \$36,531 | 1.21 | 420 | 0.5% | 2,333 | 876 | 1,267 | 190 | 1.0% |
| 56 | Administrative and Support and Waste Management and Remediation Services | 16,378 | \$39,081 | 0.72 | -737 | -0.9% | 2,013 | 744 | 1,119 | 150 | 0.9% |
| 48 | Transportation and Warehousing | 15,505 | \$63,935 | 0.84 | 853 | 1.1% | 1,830 | 682 | 1,002 | 147 | 0.9% |
| 42 | Wholesale Trade | 14,558 | \$73,958 | 1.05 | 1,242 | 1.8% | 1,564 | 543 | 912 | 109 | 0.8% |
| 54 | Professional, Scientific, and Technical Services | 14,370 | \$79,397 | 0.54 | 1,566 | 2.3% | 1,352 | 430 | 730 | 191 | 1.3% |
| 92 | Public Administration | 11,953 | \$61,954 | 0.70 | -812 | -1.3% | 1,191 | 439 | 657 | 94 | 0.8% |
| 11 | Agriculture, Forestry, | 10,665 | \$24,424 | 2.37 | -757 | -1.4% | 1,380 | 619 | 690 | 71 | 0.7% |

East Texas Workforce Development Area, 2024Q2¹

| NAICS | Industry | Current | | | 5-Year History | | 1-Year Forecast | | | | |
|-------------------------------|---|----------------|-----------------|-------------|----------------|-------------|-----------------|---------------|---------------|--------------|--------------|
| | | Empl | Avg Ann Wages | LQ | Empl Change | Ann % | Total Demand | Exits | Transfers | Empl Growth | Ann % Growth |
| | Fishing and Hunting | | | | | | | | | | |
| 52 | Finance and Insurance | 9,674 | \$73,542 | 0.67 | 260 | 0.5% | 884 | 307 | 493 | 84 | 0.9% |
| 21 | Mining, Quarrying, and Oil and Gas Extraction | 8,830 | \$100,626 | 6.60 | -3,277 | -6.1% | 862 | 282 | 537 | 44 | 0.5% |
| 53 | Real Estate and Rental and Leasing | 5,035 | \$63,731 | 0.77 | 180 | 0.7% | 521 | 213 | 268 | 40 | 0.8% |
| 51 | Information | 4,234 | \$72,796 | 0.59 | 398 | 2.0% | 395 | 134 | 233 | 28 | 0.7% |
| 71 | Arts, Entertainment, and Recreation | 3,565 | \$28,658 | 0.47 | 266 | 1.6% | 576 | 210 | 316 | 50 | 1.4% |
| 22 | Utilities | 2,608 | \$98,223 | 1.37 | -264 | -1.9% | 229 | 84 | 143 | 1 | 0.0% |
| 55 | Management of Companies and Enterprises | 1,775 | \$113,355 | 0.31 | 577 | 8.2% | 170 | 56 | 94 | 21 | 1.2% |
| 99 | Unclassified | 242 | \$38,593 | 0.34 | 31 | 2.7% | 29 | 11 | 16 | 2 | 0.9% |
| Total - All Industries | | 367,963 | \$52,806 | 1.00 | 14,340 | 0.8% | 43,409 | 16,470 | 23,549 | 3,390 | 0.9% |

Occupation Snapshot

The largest major occupation group in the East Texas Workforce Development Area is Office and Administrative Support Occupations, employing 39,271 workers. The next-largest occupation groups in the region are Management Occupations (34,284 workers) and Transportation and Material Moving Occupations (32,898). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Construction and Extraction Occupations (LQ = 1.42), Installation, Maintenance, and Repair Occupations (1.22), and Management Occupations (1.21).

Occupation groups in the East Texas Workforce Development Area with the highest average wages per worker are Legal Occupations (\$113,500), Management Occupations (\$106,100), and Healthcare Practitioners and Technical Occupations (\$95,100). The unemployment rate in the region varied among the major groups from 1.1% among Legal Occupations to 6.5% among Farming, Fishing, and Forestry Occupations.

Over the next 1 year, the fastest growing occupation group in the East Texas Workforce Development Area is expected to be Healthcare Support Occupations with a +2.0% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Management Occupations (+376 jobs) and Healthcare Support Occupations (+338). Over the same period, the highest separation demand (occupation demand due to retirements and workers moving from one occupation to another) is expected in Food Preparation and Serving Related Occupations (6,183 jobs) and Office and Administrative Support Occupations (4,378).

East Texas Workforce Development Area, 2024Q2¹

| SOC | Occupation | Current | | | | | | 5-Year History | | 1-Year Forecast | | | | |
|---------|-----------------------------------|---------|-----------------------------|------|--------|-------------|-----------------------------|----------------|-------|-----------------|-------|-----------|-------------|--------------|
| | | Empl | Mean Ann Wages ² | LQ | Unempl | Unempl Rate | Online Job Ads ³ | Empl Change | Ann % | Total Demand | Exits | Transfers | Empl Growth | Ann % Growth |
| 43-0000 | Office and Administrative Support | 39,271 | \$42,700 | 0.91 | 1,635 | 3.3% | 1,483 | -1,167 | -0.6% | 4,442 | 1,903 | 2,475 | 64 | 0.2% |
| 11-0000 | Management | 34,284 | \$106,100 | 1.21 | 653 | 1.8% | 1,635 | 3,702 | 2.3% | 3,292 | 1,156 | 1,760 | 376 | 1.1% |

East Texas Workforce Development Area, 2024Q2¹

| SOC | Occupation | Current | | | | | | 5-Year History | | 1-Year Forecast | | | | |
|---------|--|----------------|-----------------------------|-------------|---------------|-------------|-----------------------------|----------------|-------------|-----------------|---------------|---------------|--------------|--------------|
| | | Empl | Mean Ann Wages ² | LQ | Unempl | Unempl Rate | Online Job Ads ³ | Empl Change | Ann % | Total Demand | Exits | Transfers | Empl Growth | Ann % Growth |
| 53-0000 | Transportation and Material Moving | 32,898 | \$43,700 | 1.03 | 2,557 | 6.3% | 1,697 | 2,260 | 1.4% | 4,551 | 1,623 | 2,609 | 319 | 1.0% |
| 41-0000 | Sales and Related | 32,441 | \$45,000 | 1.01 | 1,838 | 4.9% | 2,804 | 1,357 | 0.9% | 4,436 | 1,866 | 2,473 | 97 | 0.3% |
| 35-0000 | Food Preparation and Serving Related | 30,841 | \$28,500 | 1.02 | 2,377 | 6.3% | 1,925 | 2,324 | 1.6% | 6,493 | 2,676 | 3,507 | 310 | 1.0% |
| 51-0000 | Production | 23,464 | \$44,900 | 1.17 | 1,278 | 4.6% | 549 | 210 | 0.2% | 2,727 | 951 | 1,666 | 111 | 0.5% |
| 47-0000 | Construction and Extraction | 23,366 | \$48,200 | 1.42 | 1,625 | 5.9% | 398 | -1,614 | -1.3% | 2,299 | 730 | 1,321 | 247 | 1.1% |
| 29-0000 | Healthcare Practitioners and Technical | 22,825 | \$95,100 | 1.04 | 387 | 1.6% | 4,785 | 2,209 | 2.1% | 1,654 | 683 | 645 | 325 | 1.4% |
| 25-0000 | Educational Instruction and Library | 22,525 | \$54,500 | 1.13 | 600 | 2.7% | 681 | 1,248 | 1.1% | 2,178 | 916 | 1,070 | 193 | 0.9% |
| 49-0000 | Installation, Maintenance, and Repair | 17,489 | \$53,500 | 1.22 | 600 | 2.7% | 961 | 657 | 0.8% | 1,749 | 638 | 926 | 185 | 1.1% |
| 31-0000 | Healthcare Support | 17,306 | \$31,200 | 1.02 | 758 | 3.7% | 1,268 | 167 | 0.2% | 2,818 | 1,126 | 1,354 | 338 | 2.0% |
| 13-0000 | Business and Financial Operations | 15,716 | \$75,300 | 0.66 | 439 | 2.7% | 668 | 1,801 | 2.5% | 1,474 | 449 | 849 | 176 | 1.1% |
| 37-0000 | Building and Grounds Cleaning and Maintenance | 12,667 | \$33,000 | 1.05 | 851 | 5.7% | 641 | 140 | 0.2% | 1,861 | 762 | 983 | 115 | 0.9% |
| 39-0000 | Personal Care and Service | 7,666 | \$31,800 | 0.81 | 389 | 4.2% | 286 | 532 | 1.4% | 1,413 | 509 | 811 | 93 | 1.2% |
| 33-0000 | Protective Service | 7,008 | \$52,300 | 0.89 | 251 | 3.1% | 231 | -369 | -1.0% | 772 | 293 | 435 | 45 | 0.6% |
| 21-0000 | Community and Social Service | 6,126 | \$53,400 | 0.91 | 165 | 3.0% | 577 | 79 | 0.3% | 657 | 247 | 324 | 85 | 1.4% |
| 15-0000 | Computer and Mathematical | 6,089 | \$92,000 | 0.52 | 156 | 2.3% | 524 | 854 | 3.1% | 446 | 137 | 227 | 82 | 1.4% |
| 17-0000 | Architecture and Engineering | 4,680 | \$91,800 | 0.80 | 123 | 2.7% | 327 | 16 | 0.1% | 374 | 118 | 204 | 52 | 1.1% |
| 27-0000 | Arts, Design, Entertainment, Sports, and Media | 4,512 | \$55,200 | 0.68 | 166 | 4.1% | 293 | 168 | 0.8% | 485 | 183 | 260 | 42 | 0.9% |
| 45-0000 | Farming, Fishing, and Forestry | 2,593 | \$38,700 | 1.21 | 179 | 6.5% | 27 | 33 | 0.3% | 417 | 163 | 238 | 16 | 0.6% |
| 19-0000 | Life, Physical, and Social Science | 2,338 | \$72,800 | 0.70 | 42 | 2.0% | 164 | 88 | 0.8% | 236 | 39 | 168 | 29 | 1.2% |
| 23-0000 | Legal | 1,855 | \$113,500 | 0.61 | 21 | 1.1% | 45 | -356 | -3.4% | 129 | 46 | 65 | 18 | 1.0% |
| | Total - All Occupations | 367,963 | \$55,500 | 1.00 | 17,090 | 4.1% | 21,970 | 14,340 | 0.8% | 44,935 | 17,214 | 24,372 | 3,349 | 0.9% |

Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in the East Texas Workforce Development Area is projected to grow 0.9% over the next ten years, occupations typically requiring a postgraduate degree are expected to grow 1.2% per year, those requiring a bachelor's degree are forecast to grow 1.2% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 1.2% per year.

Annual Average Projected Job Growth by Education Levels

Doctoral or professional degree (\$161,600)

1.2%

Bachelor's degree (\$87,800)

1.2%

Master's degree (\$86,400)

1.7%

Associate's degree (\$60,300)

1.2%

Postsecondary non-degree award (\$48,200)

1.1%

High school diploma or equivalent (\$47,000)

0.8%

Some college, no degree (\$39,700)

0.4%

None (\$32,700)

0.8%

All Levels (\$55,500)

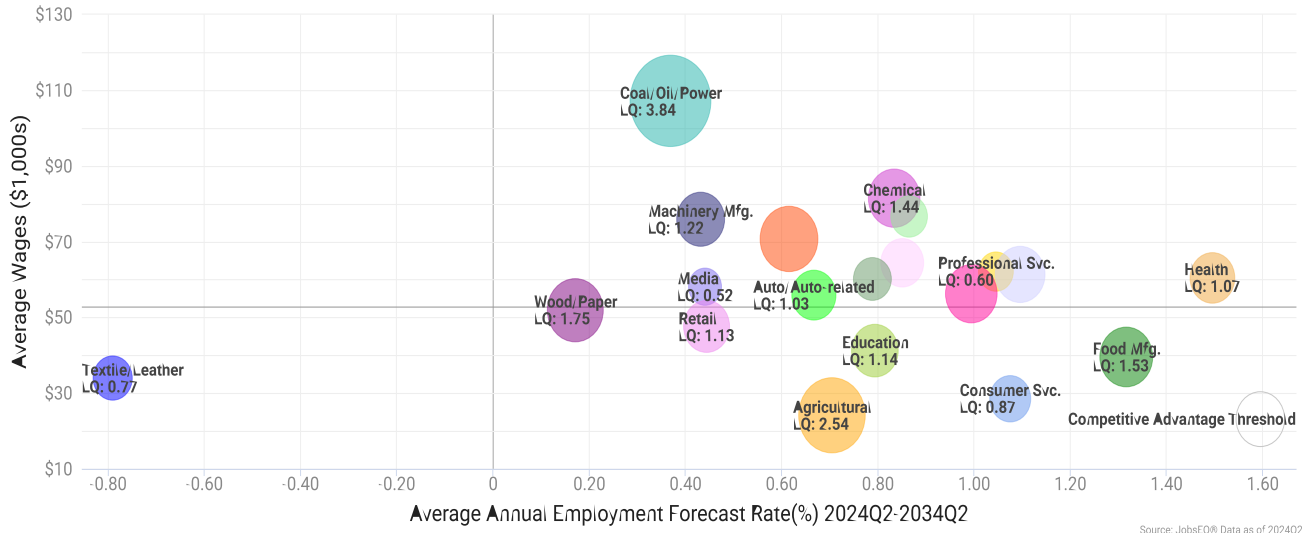
0.9%

Source: JobsEQ®
Data as of 2024Q2

Industry Clusters

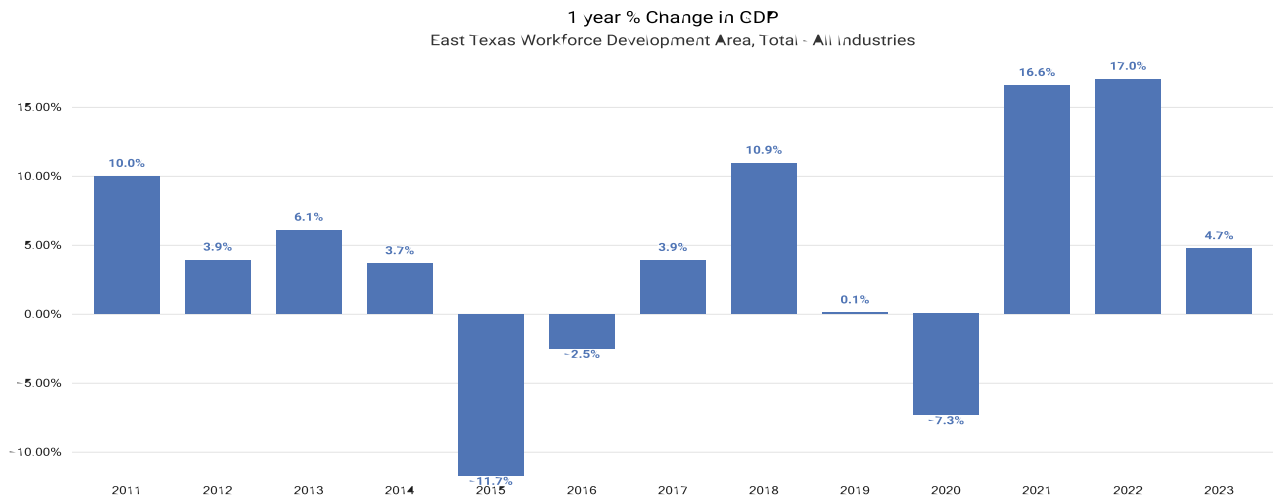
A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in the East Texas Workforce Development Area with the highest relative concentration is Coal/Oil/Power with a location quotient of 3.84. This cluster employs 11,532 workers in the region with an average wage of \$107,167. Employment in the Coal/Oil/Power cluster is projected to expand in the region about 0.4% per year over the next ten years.

Industry Clusters for East Texas Workforce Development Area as of 2024Q2



Gross Domestic Product

Gross Domestic Product (GDP) is the total value of goods and services produced by a region. In 2023, nominal GDP in the East Texas Workforce Development Area expanded 4.7%. This follows growth of 17.0% in 2022. As of 2023, total GDP in the East Texas Workforce Development Area was \$47,361,789,000.



Of the sectors in the East Texas Workforce Development Area, Mining, Quarrying, and Oil and Gas Extraction contributed the largest portion of GDP in 2023, \$6,641,330,000. The next-largest contributions came from Manufacturing (\$6,424,347,000); Health Care and Social Assistance (\$5,064,472,000); and Retail Trade (\$3,862,928,000).

GDP (in \$ millions)

East Texas Workforce Development Area, 2023

Mining, Quarrying, and Oil and Gas Extraction (21)



Manufacturing (31)



Health Care and Social Assistance (62)



Retail Trade (44)



Real Estate and Rental and Leasing (53)



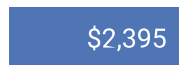
Wholesale Trade (42)



Construction (23)



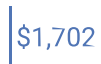
Educational Services (61)



Transportation and Warehousing (48)



Professional, Scientific, and Technical Services (54)



Lists of the In-demand industry sectors and In-demand and Targeted Occupations listed below and are detailed in attached table provided by TWC .

Target Occupations

| SOC Code | Target Occupation Job Title | Labor Market Information Data Source(s) |
|----------|---|---|
| 11-1021 | General and Operations Managers | TWC LMI |
| 11-3021 | Computer and Information Systems Managers | TWC LMI |

| | | |
|---------|--|-------------------------|
| 11-3071 | Transportation, Storage, and Distribution Managers | TWC LMI |
| 11-9021 | Construction Managers | TWC LMI |
| 11-9111 | Medical and Health Services Managers | TWC LMI |
| 13-1071 | Human Resource Specialist | TWC LMI |
| 13-1081 | Logisticians | TWC LMI |
| 13-1190 | Miscellaneous Business Operations Specialists | JobsEQ |
| 13-2011 | Accountants and Auditors | TWC LMI |
| 13-2051 | Financial and Investment Analysts | TWC LMI |
| 13-2072 | Loan Officers | TWC LMI |
| 15-1211 | Computer Systems Analysts | TWC LMI |
| 15-1212 | Information Security Analysts | TWC LMI |
| 15-1232 | Computer User Support Specialists | TWC LMI |
| 15-1242 | Database Administrators | TWC LMI |
| 15-1244 | Network and Computer Systems Administrators | TWC LMI |
| 15-1252 | Software Developers | TWC LMI |
| 15-1253 | Software Quality Assurance Analysts and Testers | TWC LMI |
| 15-1254 | Web Developers | TWC LMI |
| 15-1299 | Computer Occupations, All Other | TWC LMI |
| 17-3019 | Drafters, All Other | TWC LMI |
| 17-3022 | Civil Engineering Technologists and Technicians | TWC LMI |
| 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | TWC LMI |
| 17-3026 | Industrial Engineering Technologists and Technicians | TWC LMI |
| 17-3031 | Surveying and Mapping Technicians | TWC LMI |
| 19-4031 | Chemical Technicians | TWC LMI |
| 19-4042 | Environmental Science and Protection Technicians, Including Health | TWC LMI |
| 19-5011 | Occupational Health and Safety Specialists | TWC LMI |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | TWC LMI |
| 23-2011 | Paralegals and Legal Assistants | TWC LMI |
| 25-1071 | Health Specialties Teachers, Postsecondary | JobsEQ Wages/TWC LMI |
| 25-1199 | Postsecondary Teachers, All Other | JobsEQ Wages/TWC LMI |
| 25-2021 | Elementary School Teachers, Except Special Education | JobsEQ Wages/TWC LMI |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | JobsEQ Wages/TWC LMI |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | JobsEQ Wages/TWC LMI |
| 25-2032 | Career/Technical Education Teachers, Secondary School | JobsEQ Wages/TWC LMI |

| | | |
|---------|---|-------------------------|
| 25-2057 | Special Education Teachers, Middle School | JobsEQ Wages/TWC LMI |
| 25-3011 | Adult Basic Ed, Adult Secondary Ed, & ESL Instructors | JobsEQ Wages/TWC LMI |
| 29-1126 | Respiratory Therapists | TWC LMI |
| 29-1141 | Registered Nurses | TWC LMI |
| 29-1151 | Nurse Anesthetists | TWC LMI |
| 29-1171 | Nurse Practitioners | TWC LMI |
| 29-1292 | Dental Hygienists | TWC LMI |
| 29-2010 | Clinical Laboratory Technologists and Technicians | TWC LMI |
| 29-2031 | Cardiovascular Technologists and Technicians | TWC LMI |
| 29-2034 | Radiologic Technologists and Technicians | TWC LMI |
| 29-2042 | Emergency Medical Technicians | TWC LMI |
| 29-2043 | Paramedics | TWC LMI |
| 29-2052 | Pharmacy Technicians | TWC LMI |
| 29-2055 | Surgical Technologists | TWC LMI |
| 29-2056 | Veterinary Technologists and Technicians | TWC LMI |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | TWC LMI |
| 29-2072 | Medical Records Specialists | TWC LMI |
| 29-2099 | Health Technologists and Technicians, All Other | TWC LMI |
| 31-1131 | Nursing Assistants | TWC LMI |
| 31-2011 | Occupational Therapy Assistants | TWC LMI |
| 31-2021 | Physical Therapist Assistants | TWC LMI |
| 31-9091 | Dental Assistants | TWC LMI |
| 31-9092 | Medical Assistants | TWC LMI |
| 31-9097 | Phlebotomists | TWC LMI |
| 31-9099 | Healthcare Support Workers, All Other | TWC LMI |
| 33-2011 | Firefighters | TWC LMI |
| 33-3051 | Police and Sheriff's Patrol Officers | TWC LMI |
| 39-9011 | Childcare Workers | TWC LMI |
| 39-9031 | Exercise Trainers and Group Fitness Instructors | TWC LMI |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | TWC LMI |
| 41-3021 | Insurance Sales Agents | TWC LMI |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | TWC LMI |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | TWC LMI |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | TWC LMI |
| 43-6013 | Medical Secretaries and Administrative Assistants | TWC LMI |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | TWC LMI |
| 47-2031 | Carpenters | TWC LMI |

| | | |
|---------|---|---------|
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | TWC LMI |
| 47-2111 | Electricians | TWC LMI |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | TWC LMI |
| 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | TWC LMI |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | TWC LMI |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | TWC LMI |
| 49-3023 | Automotive Service Technicians and Mechanics | TWC LMI |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | TWC LMI |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | TWC LMI |
| 49-3092 | Recreational Vehicle Service Technicians | TWC LMI |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | TWC LMI |
| 49-9041 | Industrial Machinery Mechanics | TWC LMI |
| 49-9043 | Maintenance Workers, Machinery | TWC LMI |
| 49-9044 | Millwrights | TWC LMI |
| 49-9051 | Electrical Power-Line Installers and Repairers | TWC LMI |
| 49-9071 | Maintenance and Repair Workers, General | TWC LMI |
| 49-9096 | Riggers | TWC LMI |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | TWC LMI |
| 51-4041 | Machinists | TWC LMI |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | TWC LMI |
| 51-9161 | Computer Numerically Controlled Tool Operators | TWC LMI |
| 51-9162 | Computer Numerically Controlled Tool Programmers | JobsEQ |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | TWC LMI |
| 53-3033 | Light Truck Drivers | TWC LMI |
| 53-3051 | Bus Drivers, School | TWC LMI |
| 53-7051 | Industrial Truck and Tractor Operators | TWC LMI |

In-demand Occupations

| Standard Occupational Classification (SOC) or Occupational Information Network (O*NET) Job Code | In-Demand Occupation Job Title | Labor Market Information Data Source(s) |
|--|---------------------------------------|--|
| 13-2082 | Tax Preparers | TWC LMI |

| | | |
|---------|---|---------|
| 21-1094 | Community Health Workers | TWC LMI |
| 25-9045 | Teaching Assistants, Except Postsecondary | TWC LMI |
| 39-5012 | Hairdressers, Hairstylists, and Cosmetologists | TWC LMI |
| 43-3021 | Billing and Posting Clerks | TWC LMI |
| 43-4051 | Customer Service Representatives | TWC LMI |
| 43-5011 | Cargo and Freight Agents | JobsEQ |
| 43-5071 | Shipping, Receiving, and Inventory Clerks | TWC LMI |
| 43-6014 | Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | TWC LMI |
| 43-9061 | Office Clerks, General | TWC LMI |
| 47-2061 | Construction Laborers | TWC LMI |
| 51-1011 | Team Assemblers | TWC LMI |
| 51-2092 | Inspectors, Testers, Sorters, Samplers, and Weighers | JobsEQ |
| 51-9061 | Helpers--Production Workers | TWC LMI |
| 51-9198 | Railroad Conductors and Yardmasters | TWC LMI |
| 53-4031 | Driver/Sales Workers | TWC LMI |
| 53-3031 | Packers and Packagers, Hand | JobsEQ |
| 53-7064 | Software Developers | TWC LMI |

In-demand Industries

| NAICS Code | NAICS Industry Title | Labor Market Information Data Source(s) |
|------------|-------------------------------|---|
| 2111 | Oil and gas extraction | TWC LMI |
| 2131 | Support activities for mining | TWC LMI |

| | | |
|------|--|---------|
| 2211 | Electric power generation, transmission and distribution | TWC LMI |
| 2213 | Water, sewage and other systems | TWC LMI |
| 2361 | Residential building construction | TWC LMI |
| 2362 | Nonresidential building construction | TWC LMI |
| 2371 | Utility system construction | TWC LMI |
| 2373 | Highway, street, and bridge construction | TWC LMI |
| 3116 | Animal slaughtering and processing | TWC LMI |
| 3119 | Other food manufacturing | TWC LMI |
| 3219 | Other wood product manufacturing | TWC LMI |
| 3241 | Petroleum and coal products manufacturing | TWC LMI |
| 3251 | Basic Chemical Manufacturing | JobsEQ |
| 3261 | Plastics Product Manufacturing | JobsEQ |
| 3323 | Architectural and Structural Metals Manufacturing | JobsEQ |
| 3324 | Boiler, Tank and Shipping Container Manufacturing | JobsEQ |
| 3327 | Machine shops; turned product; and screw, nut, and bolt manufacturing | TWC LMI |
| 3329 | Other Fabricated Metal Product Manufacturing | JobsEQ |
| 3331 | Agriculture, Construction and Mining Machinery Manufacturing | JobsEQ |
| 3332 | Industrial Machinery Manufacturing | JobsEQ |
| 3334 | Ventilation, Heating, Air, Conditioning and Commercial Refrigeration Equipment | JobsEQ |
| 3335 | Metalworking machinery manufacturing | TWC LMI |
| 3339 | Other General Purpose Machinery Manufacturing | JobsEQ |
| 3342 | Communications equipment manufacturing | TWC LMI |
| 3362 | Motor vehicle body and trailer manufacturing | TWC LMI |
| 3363 | Motor vehicle parts manufacturing | TWC LMI |
| 3364 | Aerospace Product and Parts Manufacturing | JobsEQ |
| 3391 | Medical equipment and supplies manufacturing | TWC LMI |
| 3399 | Other miscellaneous manufacturing | TWC LMI |
| 4236 | Electronic Goods Merchant Wholesalers | JobsEQ |

| | | |
|-------|--|---------|
| 4238 | Machinery, equipment, and supplies merchant wholesalers | TWC LMI |
| 4239 | Miscellaneous Durable Goods Merchant Wholesalers | JobsEQ |
| 4451 | Grocery and Convenience Retailers | JobsEQ |
| 4841 | General Freight Trucking | JobsEQ |
| 4842 | Specialized Freight Trucking | JobsEQ |
| 4882) | Support Activities for Rail Transportation | JobsEQ |
| 4884 | Support activities for road transportation | JobsEQ |
| 4931 | Warehousing and storage | TWC LMI |
| 5312 | Offices of Real Estate Agents and Brokers | JobsEQ |
| 5411 | Legal services | JobsEQ |
| 5412 | Accounting, tax preparation, bookkeeping, and payroll services | JobsEQ |
| 5413 | Architectural, engineering, and related services | TWC LMI |
| 5415 | Computer systems design and related services | TWC LMI |
| 5416 | Management, scientific, and technical consulting services | TWC LMI |
| 5419 | Other professional, scientific, and technical services | TWC LMI |
| 5611 | Office administrative services | TWC LMI |
| 6111 | Elementary and secondary schools | TWC LMI |
| 6112 | Junior Colleges | JobsEQ |
| 6113 | Colleges, universities, and professional schools | TWC LMI |
| 6211 | Offices of physicians | TWC LMI |
| 6216 | Home health care services | TWC LMI |
| 6221 | General medical and surgical hospitals | TWC LMI |
| 6231 | Nursing care facilities (skilled nursing facilities) | TWC LMI |
| 6233 | Continuing care, assisted living facilities | TWC LMI |
| 6244 | Child care services | TWC LMI |
| 7225 | Restaurants and other eating places | TWC LMI |
| 8111 | Automotive repair and maintenance | TWC LMI |

These lists are based upon analysis by the Board taking into account feedback from area Economic Developer, employers and other stakeholders.

Due to the numerous communities in our region and the diversity of enterprises, staff relied on the experience and connections of area Economic Developers to make recommendations based upon their work with employers within their communities. Staff prepared reports for all occupations on the Target and In-demand occupation lists for the current Workforce Solutions East Texas Board Local Plan. The occupations were identified by Standard Occupation Classification (SOC) Codes and the reports identified employment, wages, 10-year projections, etc. Staff also prepared a report for all industries in East Texas listed by the North American Industry Classification System (NAICS) six-digit codes identifying employment, wages, 10-year projections, etc. In-demand industries in the current plan were identified in the report. To assist with interpretation of the list of industries, staff utilized information available on Sits on Texas to offer examples of employers with NAICS codes within each of the 75 industries with the highest employment in East Texas.

The reports were sent to all the Economic Development Corporations in the East Texas Workforce Development Area along with workforce development contacts at the area community and technical colleges, and they were asked to submit recommendations.

The Economic Development Corporations included –

Alba, Alto, Big Sandy, Athens, Brownsboro, Bullard, Caney City, Canton, Carthage, Chandler, Malakoff, Ore City, Coffee City, Cuney, East Tawakoni, Edgewood, Elkhart, Emory, Frankston, Fruitvale, Grand Saline, Gilmer, Gladewater, Gun Barrel City, Hawkins, Lakeport, Henderson, Jacksonville, Jefferson, Kilgore, Lindale, Longview, Mabank, Marshall, Mineola, Mount Enterprise, Murchison, New Summerfield, Overton, Palestine, Pittsburg, Point, Quitman, Rusk, Tatum, Trinidad, Troup, Tyler, Van, Whitehouse, White Oak, Wills Point, Winnsboro, Winona, Wood County and Yantis.

There were no objections to the Target and In-demand occupations in the current plan.

Recommendations of the Economic Developers for additional Target and In-demand Industries and Occupation were considered by the Board Economic Development Committee and were adopted by the Workforce Solutions East Texas Board to be included in the Plan submission. There were 32 new Target occupations recommended by economic developers. 9 of these occupations were added to the In-demand occupations list and 23 were added to the Target list.

Observations from the Economic Developers are summarized below. Examples of employers within these sectors are included.

Key Industries Driving Economic Growth in Longview (Gregg County)

Several industries are experiencing significant demand, as identified by their respective North American Industry Classification System (NAICS) codes:

- **Healthcare and Social Assistance (NAICS 62)** – Major employers such as **CHRISTUS Good Shepherd**, **CHRISTUS Trinity Mother France**, **UT Health East Texas** and **Longview Regional Medical Center** drive growth in this sector, creating a high demand for healthcare professionals.

- **Manufacturing (NAICS 31-33)** – Leading companies like **Eastman Chemical, AAON Coil Products, Trane, Argon and Capacity Trucks of Texas** contribute significantly to the East Texas industrial landscape.
- **Transportation and Warehousing (NAICS 48-49)** – Businesses such as **Target Distribution Center, MG Foods, GAP E-Fulfillment Center, SYSCO Food Services of East Texas, LLC., and Dollar General Distribution Center** highlight the rising demand for logistics and supply chain management.
- **Mining, Quarrying, and Oil and Gas Extraction (NAICS 21)** – The energy sector remains crucial, with **ETR Heat Transfer Solutions, J-W Power, Mewbourne Oil and other oil and gas extraction firms** driving economic activity.
- **Educational Services (NAICS 61)** – Institutions like **LeTourneau University, the University of Texas at Tyler, and Kilgore College, Tyler Junior College, Trinity Valley Community College, East Texas, Baptist University, Jarvis Christian University, Texas College, Wiley College and Texas State Technical College** play a key role. Demand for **elementary and secondary educators** remains high, as does **healthcare-related** education.
- **Professional, Scientific, and Technical Services (NAICS 54)** – Companies like **Diagnostic Clinic of Longview, Gregg County Title Co., East Texas Disability Advocates LLC,** and numerous **CPA, PA, and legal firms** are essential to the region's business landscape.
- **Construction (NAICS 23)** – The industry is thriving, driven by ongoing projects such as:
 - **Longview ISD bond-funded expansions**
 - **Eastman Chemical's new recycling plant**
 - **CHRISTUS Medical Complex construction**
 - **Custom's new trans-load facility**
 - **AEP/SWEPCO Perkey Power Plant Retrofit**
 - **DOT Interstate 69 and 20 projects**
- **Finance and Insurance (NAICS 52)** – Financial institutions such as **Texas Bank and Trust, Vera Bank, and Austin Bank** play a critical role in supporting local businesses and residents.

In a report prepared in 1987, Dr. M. Ray Perryman stated “East Texas is a vibrant and dynamic economic region. It boasts an incredible array of natural resources, including oil, natural gas, timber, lignite, clay, fertile agricultural land, and water. It has a skilled and abundant labor force, good infrastructure, outstanding recreational facilities, and an excellent climate. The area also has a strong educational complex, cultural opportunities, and a great quality of life.” This report was prepared in the aftermath of a catastrophic collapse in oil prices resulting in a region-wide unemployment rate of 10.5% in July of 1986. In his study, Dr. Perryman went on to state “The overall outlook for the region is solid, but it can be significantly enhanced through a comprehensive program designed to achieve greater diversification and development.”

While Oil and Gas is still a major East Texas industry sector, in the 38 years since the East Texas “Perryman Study” was published, much diversification in the economy has occurred as reflected in this most recent industry snapshot included above. It is our intention for the sectors and industries recommended for the In-demand industries list to be reflective of this diversity, and the Targeted and In-demand occupations recommended are intended to meet the needs of employers in the region and offer numerous options and opportunities for our customers to match their talents and interests with

promising careers.

Labor Force Analysis and Trends

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.

Demographic Profile

The population in the East Texas Workforce Development Area was 875,956 per American Community Survey data for 2018-2022.

The region has a civilian labor force of 394,023 with a participation rate of 56.6%. Of individuals 25 to 64 in the East Texas Workforce Development Area, 20.2% have a bachelor's degree or higher which compares with 35.8% in the nation.

The median household income in the East Texas Workforce Development Area is \$62,950 and the median house value is \$171,115.

Summary¹

| | Percent | | | Value | | |
|--|---------------------------------------|-------|-------|---------------------------------------|------------|-------------|
| | East Texas Workforce Development Area | Texas | USA | East Texas Workforce Development Area | Texas | USA |
| Demographics | | | | | | |
| Population (ACS) | — | — | — | 875,956 | 29,243,342 | 331,097,593 |
| Male | 50.3% | 50.0% | 49.6% | 440,595 | 14,624,638 | 164,200,298 |
| Female | 49.7% | 50.0% | 50.4% | 435,361 | 14,618,704 | 166,897,295 |
| Median Age ² | — | — | — | 39.5 | 35.2 | 38.5 |
| Under 18 Years | 23.2% | 25.3% | 22.1% | 203,575 | 7,396,128 | 73,213,705 |
| 18 to 24 Years | 9.0% | 10.0% | 9.4% | 78,713 | 2,936,266 | 31,282,896 |
| 25 to 34 Years | 12.5% | 14.4% | 13.7% | 109,217 | 4,224,194 | 45,388,153 |
| 35 to 44 Years | 12.3% | 13.8% | 12.9% | 107,567 | 4,046,302 | 42,810,359 |
| 45 to 54 Years | 11.7% | 12.3% | 12.4% | 102,360 | 3,597,088 | 41,087,357 |
| 55 to 64 Years | 13.1% | 11.2% | 12.9% | 114,443 | 3,274,387 | 42,577,475 |
| 65 to 74 Years | 10.7% | 7.9% | 9.7% | 94,148 | 2,297,666 | 32,260,679 |
| 75 Years and Over | 7.5% | 5.0% | 6.8% | 65,933 | 1,471,311 | 22,476,969 |
| Race: White | 73.3% | 59.1% | 65.9% | 642,360 | 17,293,460 | 218,123,424 |
| Race: Black or African American | 14.0% | 12.1% | 12.5% | 122,906 | 3,552,579 | 41,288,572 |
| Race: American Indian and Alaska Native | 0.4% | 0.6% | 0.8% | 3,441 | 169,576 | 2,786,431 |
| Race: Asian | 0.9% | 5.2% | 5.8% | 8,296 | 1,511,069 | 19,112,979 |
| Race: Native Hawaiian and Other Pacific Islander | 0.1% | 0.1% | 0.2% | 470 | 27,350 | 624,863 |
| Race: Some Other Race | 2.6% | 7.8% | 6.0% | 22,564 | 2,281,525 | 20,018,544 |
| Race: Two or More Races | 8.7% | 15.1% | 8.8% | 75,919 | 4,407,783 | 29,142,780 |
| Hispanic or Latino (of any race) | 17.0% | 39.9% | 18.7% | 149,056 | 11,665,280 | 61,755,866 |
| Population Growth | | | | | | |
| Population (Pop Estimates) ⁴ | — | — | — | 905,134 | 30,503,301 | 334,914,895 |
| Population Annual Average Growth ⁴ | 0.8% | 1.4% | 0.6% | 6,599 | 402,366 | 1,885,495 |
| People per Square Mile ⁴ | — | — | — | 93.3 | 116.8 | 94.8 |

Summary¹

| | Percent | | | Value | | |
|---|---------------------------------------|-------|-------|---------------------------------------|------------|-------------|
| | East Texas Workforce Development Area | Texas | USA | East Texas Workforce Development Area | Texas | USA |
| Economic | | | | | | |
| Labor Force Participation Rate and Size (civilian population 16 years and over) | 56.6% | 65.0% | 63.3% | 394,023 | 14,674,135 | 167,857,207 |
| Prime-Age Labor Force Participation Rate and Size (civilian population 25-54) | 75.3% | 81.5% | 82.8% | 240,056 | 9,621,423 | 106,380,520 |
| Armed Forces Labor Force | 0.1% | 0.5% | 0.5% | 397 | 110,177 | 1,236,378 |
| Veterans, Age 18-64 | 4.8% | 4.7% | 4.3% | 24,552 | 835,988 | 8,636,019 |
| Veterans Labor Force Participation Rate and Size, Age 18-64 | 72.6% | 78.7% | 77.1% | 17,823 | 658,147 | 6,656,238 |
| Median Household Income ² | — | — | — | \$62,950 | \$73,035 | \$75,149 |
| Per Capita Income | — | — | — | \$31,592 | \$37,514 | \$41,261 |
| Mean Commute Time (minutes) | — | — | — | 25.8 | 26.6 | 26.7 |
| Commute via Public Transportation | 0.3% | 1.0% | 3.8% | 976 | 142,353 | 5,945,723 |
| Educational Attainment, Age 25-64 | | | | | | |
| No High School Diploma | 14.2% | 13.9% | 10.1% | 61,449 | 2,103,422 | 17,373,867 |
| High School Graduate | 30.8% | 24.1% | 25.1% | 133,739 | 3,653,228 | 43,176,248 |
| Some College, No Degree | 25.4% | 20.9% | 19.7% | 109,993 | 3,158,279 | 33,916,989 |
| Associate's Degree | 9.4% | 7.9% | 9.2% | 40,969 | 1,199,146 | 15,886,884 |
| Bachelor's Degree | 14.3% | 21.7% | 22.4% | 61,907 | 3,281,456 | 38,451,123 |
| Postgraduate Degree | 5.9% | 11.5% | 13.4% | 25,530 | 1,746,440 | 23,058,233 |
| Housing | | | | | | |
| Total Housing Units | — | — | — | 376,427 | 11,654,971 | 140,943,613 |
| Median House Value (of owner-occupied units) ^{2,5} | — | — | — | \$171,115 | \$238,000 | \$281,900 |
| Homeowner Vacancy | 1.2% | 1.2% | 1.1% | 2,706 | 78,790 | 931,393 |
| Rental Vacancy | 9.2% | 7.4% | 5.5% | 9,010 | 318,227 | 2,623,236 |
| Renter-Occupied Housing Units (% of Occupied Units) | 28.1% | 37.6% | 35.2% | 88,336 | 3,944,826 | 44,238,593 |
| Occupied Housing Units with No Vehicle Available (% of Occupied Units) | 4.8% | 5.3% | 8.3% | 15,195 | 551,100 | 10,474,870 |
| Total Owner Occupied Housing units | 71.9% | 62.4% | 64.8% | 226,032 | 6,545,727 | 81,497,760 |
| Social | | | | | | |
| Poverty Level (of all people) | 14.4% | 13.9% | 12.5% | 120,782 | 3,990,326 | 40,521,584 |
| Households Receiving Food Stamps/SNAP | 12.3% | 11.5% | 11.5% | 38,741 | 1,209,485 | 14,486,880 |
| Enrolled in Grade 12 (% of total population) | 1.3% | 1.5% | 1.4% | 11,085 | 433,670 | 4,476,703 |
| Disconnected Youth ³ | 3.3% | 3.0% | 2.5% | 1,561 | 50,502 | 430,795 |
| Children in Single Parent Families (% of all children) | 33.9% | 34.1% | 34.0% | 64,404 | 2,400,195 | 23,568,955 |
| Uninsured | 17.3% | 17.6% | 8.7% | 146,622 | 5,056,008 | 28,315,092 |
| With a Disability, Age 18-64 | 12.6% | 9.7% | 10.5% | 61,552 | 1,710,522 | 20,879,820 |
| With a Disability, Age 18-64, Labor Force Participation Rate and Size | 40.1% | 49.8% | 45.5% | 24,711 | 851,439 | 9,492,098 |
| Foreign Born | 6.7% | 17.1% | 13.7% | 58,344 | 4,987,855 | 45,281,071 |
| Speak English Less Than Very Well (population 5 yrs and over) | 5.1% | 13.0% | 8.2% | 42,064 | 3,538,224 | 25,704,846 |

Source: [JobsEQ®](#)

1. American Community Survey 2018-2022, unless noted otherwise

2. Median values for certain aggregate regions (such as MSAs) may be estimated as the weighted averages of the median values from the composing counties.

3. Disconnected Youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

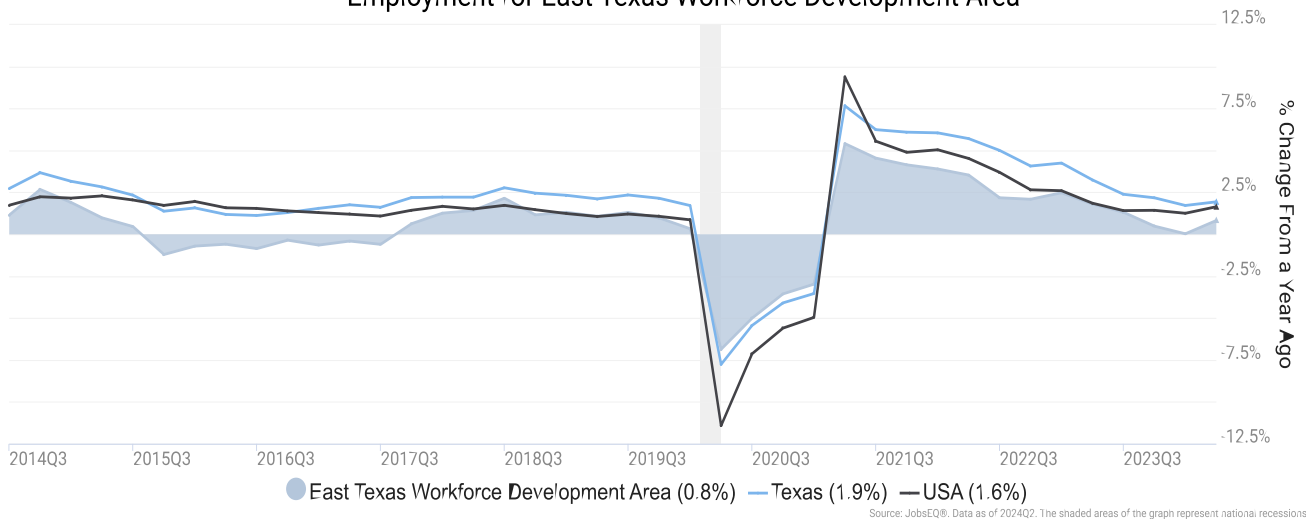
4. Census Population Estimate for 2023, annual average growth rate since 2013.

5. The Census's method for calculating median house values changed with the 2022 data set, so pre-2022 values are not directly comparable with later data.

Employment Trends

As of 2024Q2, total employment for the East Texas Workforce Development Area was 367,963 (based on a four-quarter moving average). Over the year ending 2024Q2, employment increased 0.8% in the region.

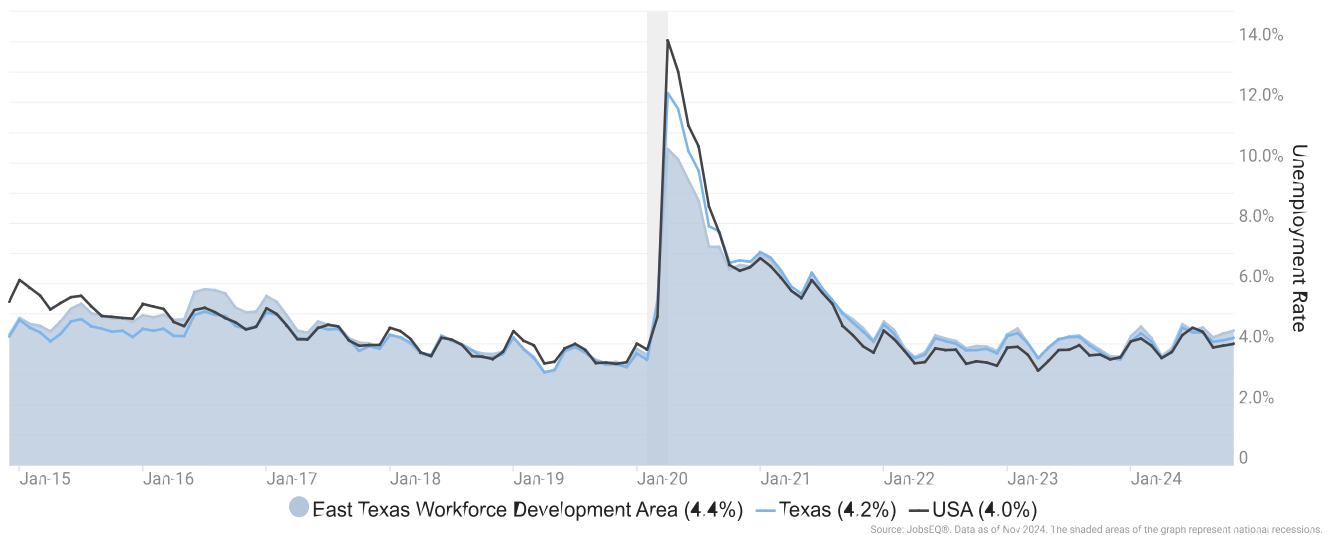
Employment for East Texas Workforce Development Area



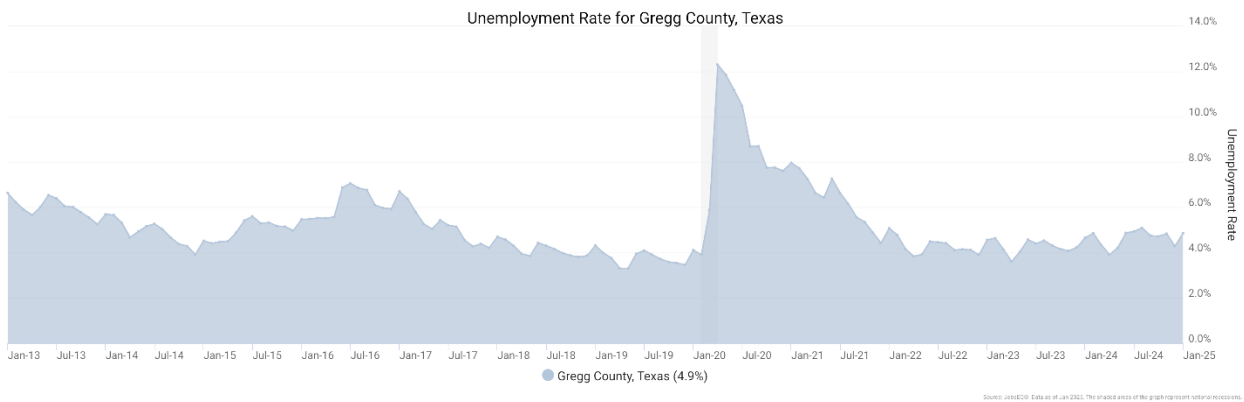
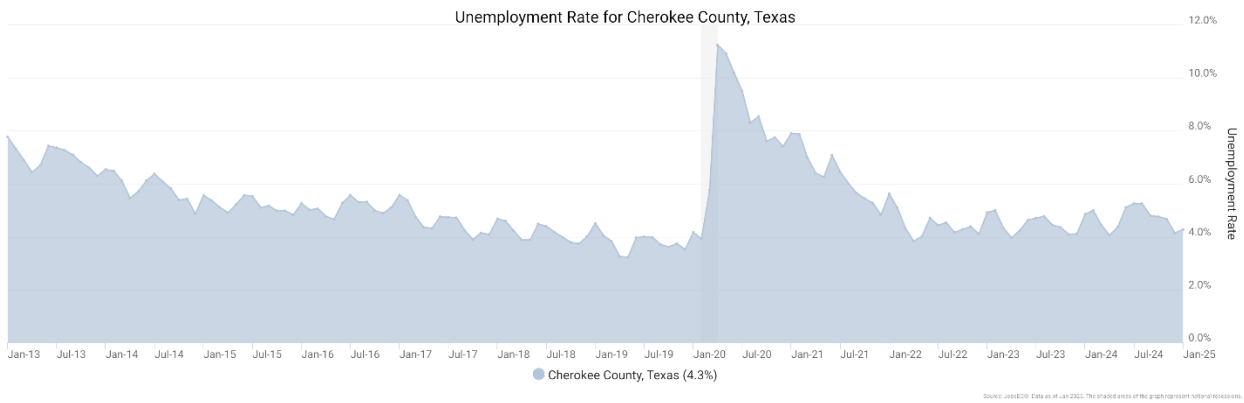
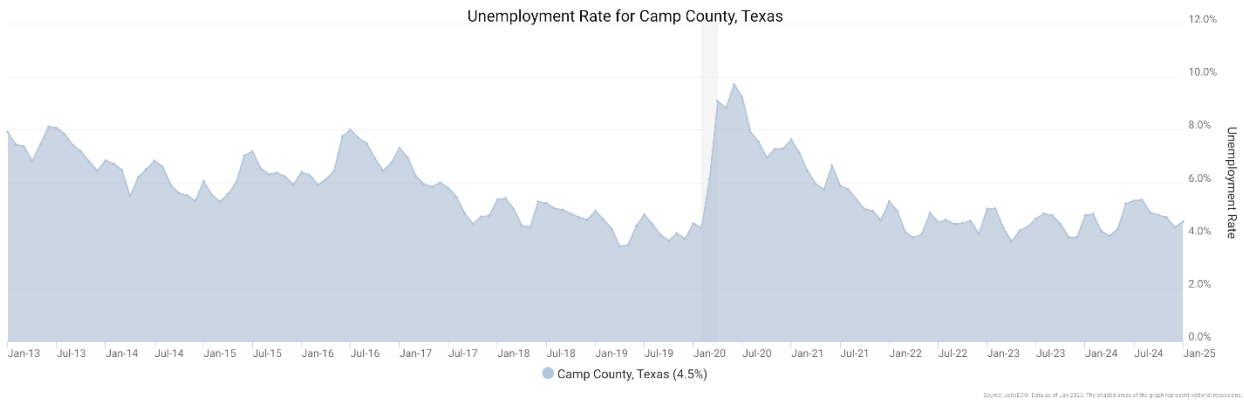
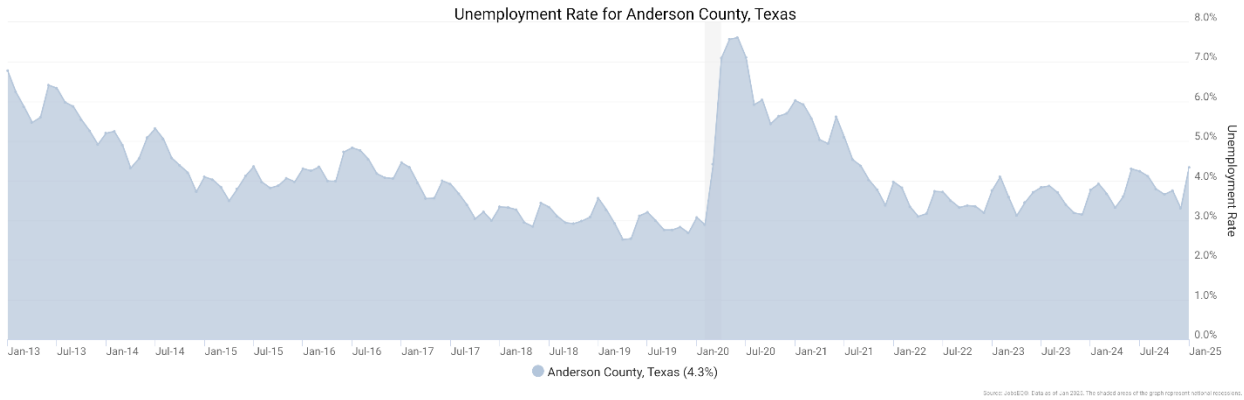
Unemployment Rates

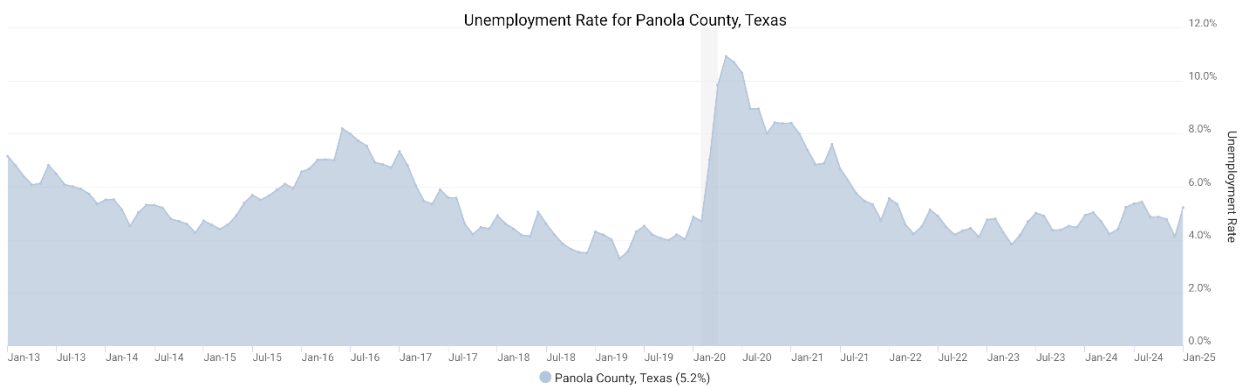
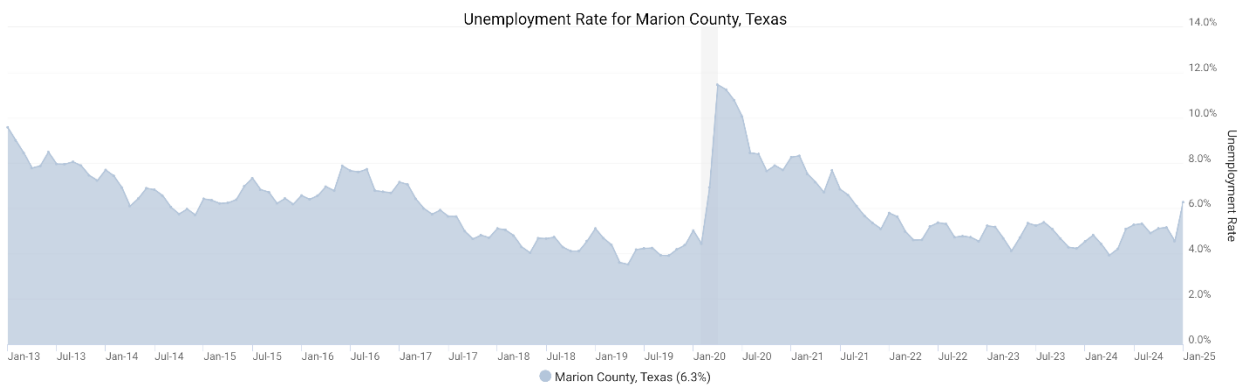
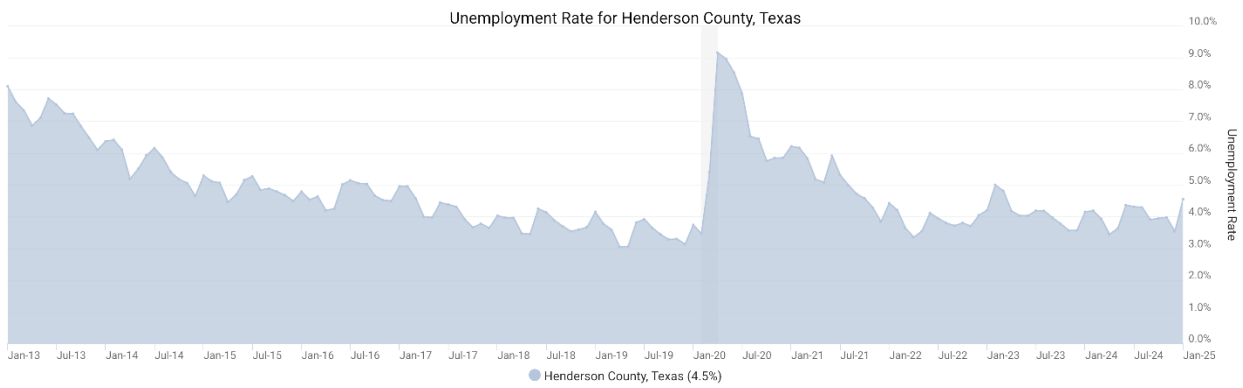
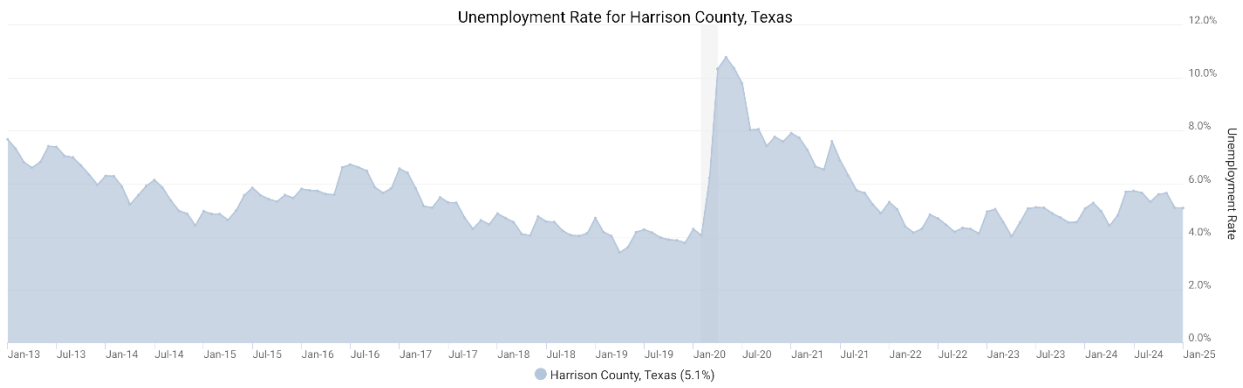
The unemployment rate for the East Texas Workforce Development Area was 4.4% as of November 2024. The regional unemployment rate was higher than the national rate of 4.0%. One year earlier, in November 2023, the unemployment rate in the East Texas Workforce Development Area was 3.6%.

Unemployment Rate for East Texas Workforce Development Area

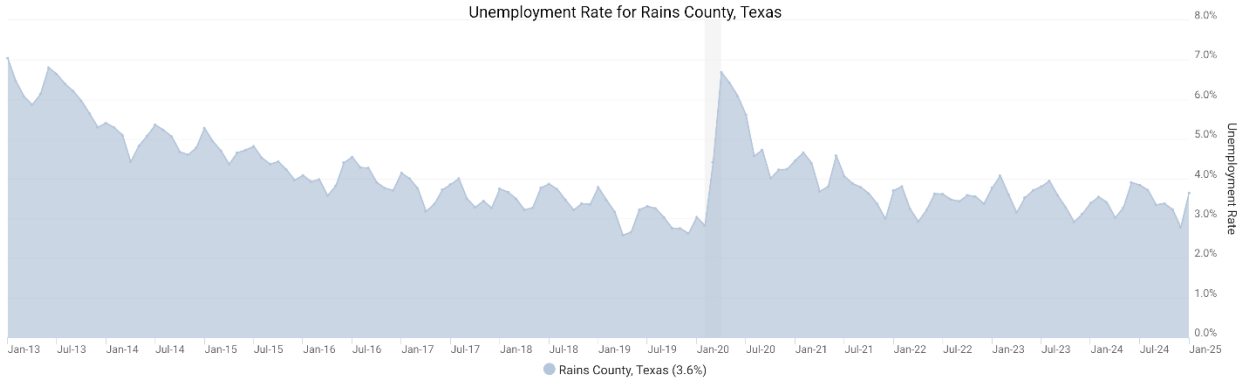


Unemployment rate and trends for each of the fourteen counties of the East Texas Workforce Development Area are included below:

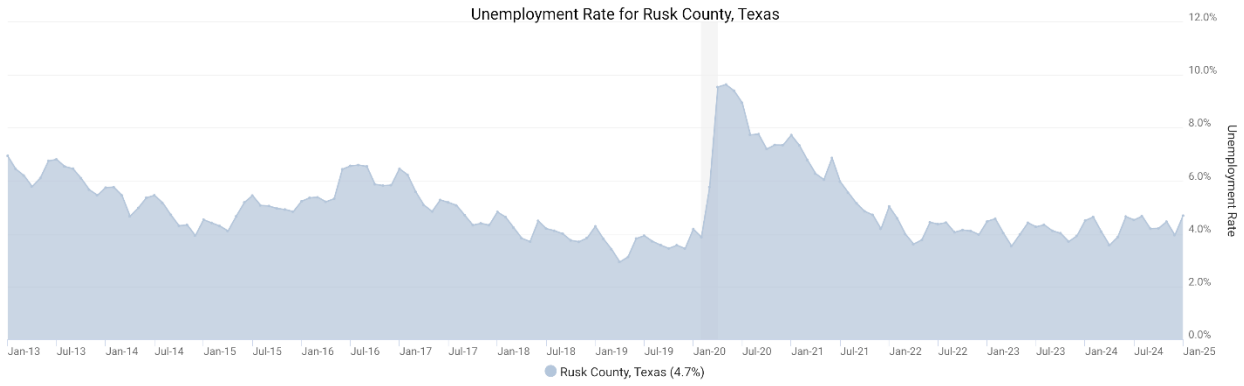




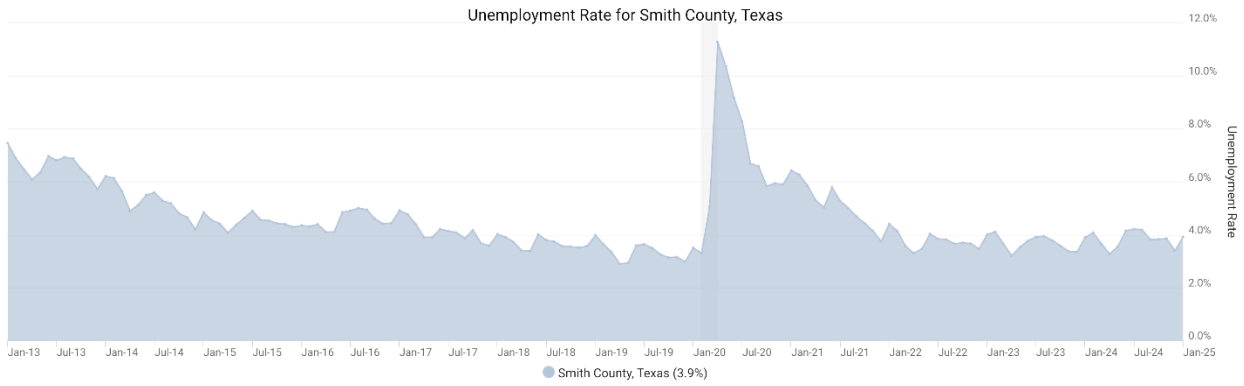
Unemployment Rate for Rains County, Texas



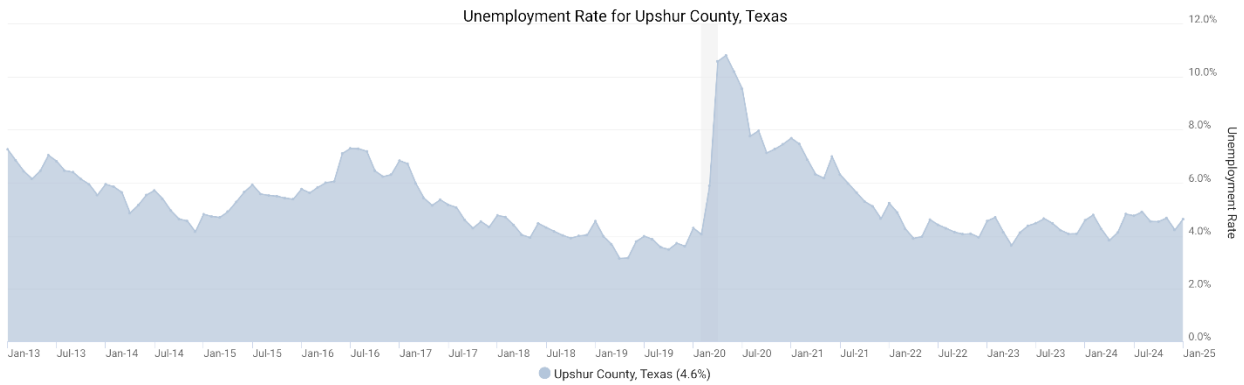
Unemployment Rate for Rusk County, Texas

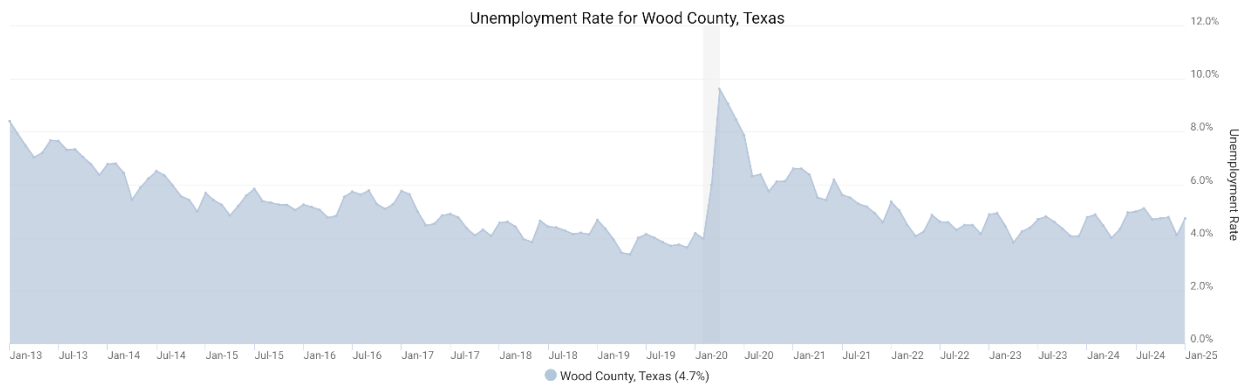
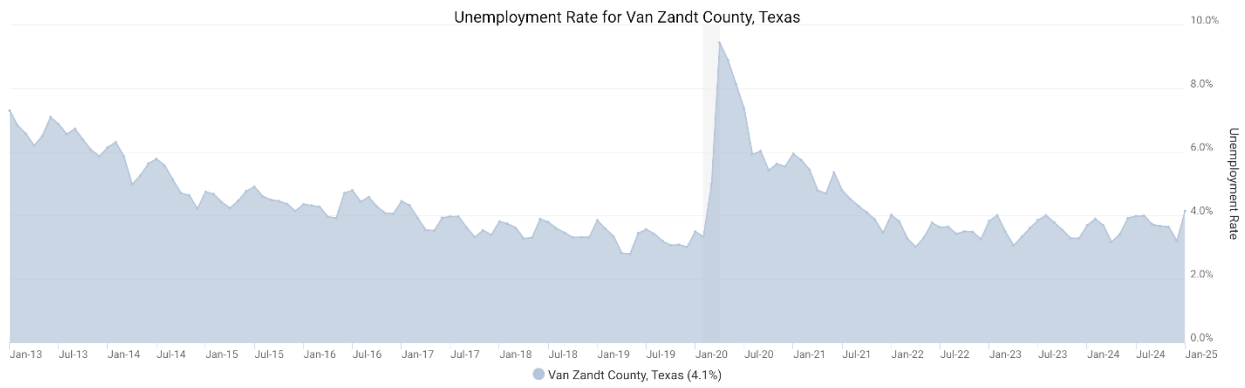


Unemployment Rate for Smith County, Texas



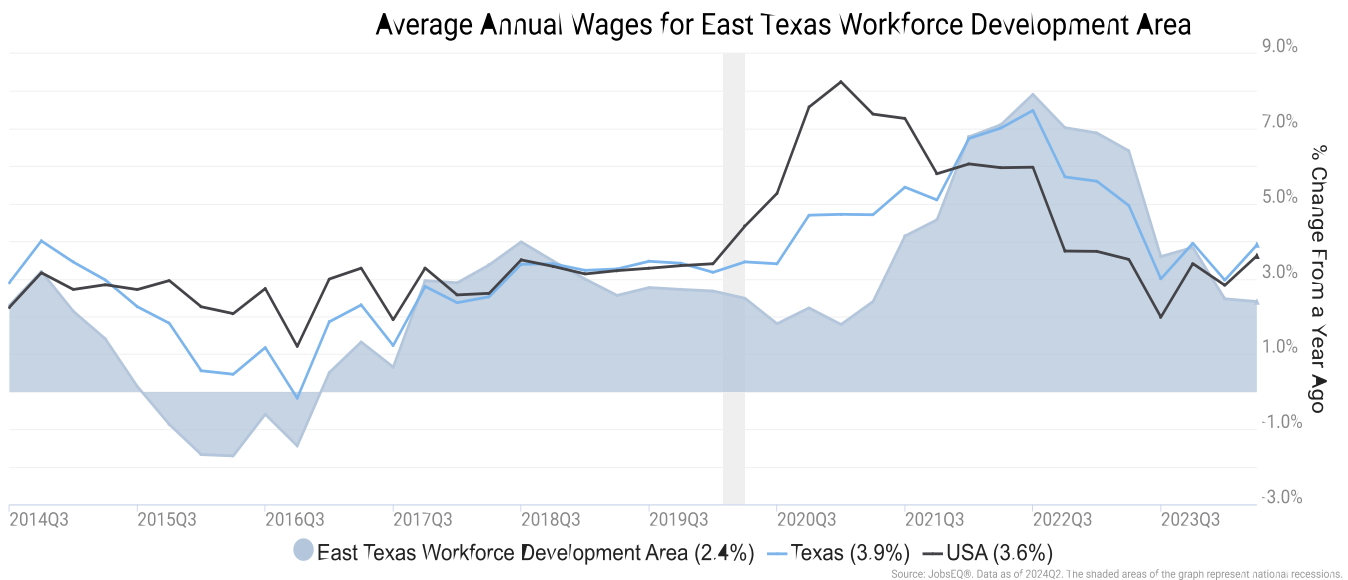
Unemployment Rate for Upshur County, Texas





Wage Trends

The average worker in the East Texas Workforce Development Area earned annual wages of \$52,806 as of 2024Q2. Average annual wages per worker increased 2.4% in the region over the preceding four quarters. For comparison purposes, annual average wages were \$72,405 in the nation as of 2024Q2.



Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 6.7% lower in East Texas Workforce Development Area than the U.S. average.

Cost of Living Information

| | Annual Average Salary | Cost of Living Index (Base US) | US Purchasing Power |
|---------------------------------------|--------------------------|-----------------------------------|------------------------|
| East Texas Workforce Development Area | \$52,806 | 93.3 | \$56,596 |
| Texas | \$71,898 | 93.6 | \$76,845 |
| USA | \$72,405 | 100.0 | \$72,405 |

B. Workforce Development Analysis

References: 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.

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.

Board Response:

Along with regular programmatic activities offered through the Workforce Solutions East Texas Board, partners in the East Texas Workforce System are involved in numerous collaborative efforts - Several of which are highlighted below:

INCUMBENT WORKER

Incumbent Worker Training (IWT) is designed to provide funding assistance to qualifying employers to provide skills training to full-time, permanent employees. This training is necessary for employers to retain a skilled workforce, improve the skills of employees, increase the competitiveness of the employee and the employer or retain or avert layoffs of the incumbent workers trained. Workforce Solutions East Texas Board has recruited a dedicated staff member to help recruit employers across East Texas and encourage this as an alternative to layoffs.

TEXAS RISING STAR (TRS)

In 2022, TWC established the requirement for all Child Care Services contracted programs (Providers) to become TRS certified no later than September 30, 2024. The goal of the TRS program is to achieve

100 % of all CCS programs in the Workforce Solutions East Texas Board area. Previously, the Board had its goal of 60% of the CCS Providers become TRS certified.

There are currently 217 CCS programs including 143 TRS certified programs.

TRS staff mailed notification letters to all CCS programs explaining the new requirements. Six TRS Orientations were conducted introducing the requirements and process of becoming TRS certified; as a result, 64 programs began the mentoring process with the goal of the TRS designation.

The current certified and those in process total 181 programs accounting for 83% of the goal of all CCS Programs being TRS certified.

Local TRS staff are no longer dual hatted as mentor/assessor. The statewide Centralized Assessing Entity began conducting assessments in January 2023. Due to staffing and scheduling issues all programs required to be certified by October 2024 were not assessed. Local boards were instructed to request waivers for programs not assessed, based on underserved populations, childcare desert, or out of provider's control. Waivers were submitted for the remaining unassessed programs.

In addition, to assist with child care center staffing across East Texas the Workforce Solutions East Texas Board has approved retention incentives for child care center staff who meet certain employment milestones. These are as follows:

1 year - \$250
2 years - \$500
5 years - \$750
10+ years - \$1,500

CAMP V

Camp V (Community Assisting Military Personnel and Veterans) serves as regional resource and respite center for East Texas veterans. Camp V Tyler is a 20-acre campus in Tyler, Texas which provides benefits, services, transitioning, employment assistance, housing, mental health, equine therapy, and referrals to an average of 650 veterans per month. As Workforce Center Services Provider, Dynamic Workforce Solutions, LLC is establishing a full-time presence at the Career V facility for Workforce Center staff to offer services for veterans.

HIGH DEMAND JOB TRAINING PROGRAM

Each year, the Workforce Solutions East Texas Board solicits applications for the High Demand Job Training (HDJT) Program. Interest in HDJT projects has increased. In partnering with Economic Development Corporations, school districts and colleges, new and expanded projects have been supported through the purchase of equipment, supplies, and minor renovations with HDJT dollars. These projects have and will continue to greatly benefit the youth and adult populations in East Texas.

TYLER BUSINESS AND EDUCATION COUNCIL TEXAS REGIONAL PATHWAYS NETWORK (TRPN) REGIONAL CONVENER GRANT.

The Tyler Business and Education Council is applying for continuation of the Texas Regional Pathways Network (TRPN) Regional Convener Grant. This initiative addresses the challenge in helping students achieve college and career readiness, earn postsecondary degrees and credentials, and enter careers aligned with current and future workforce needs. The Business and Education Council engages cross-sector stakeholders in developing high-quality career and education pathways. These pathways provide opportunities for students to acquire dual credit, earn industry-based certifications, post-secondary credentials, complete work-based learning opportunities aligned to targeted industries, and receive effective advising support to successfully navigate pathways. The Regional Convener Grant assists workforce development areas with providing high quality career and education pathways that are aligned to targeted industries Health Care, Manufacturing, Education, and Local Government. The Workforce Solutions East Texas Board has completed a Letter of Assurance confirming active participation in the initiative.

SUMMARY

The initiatives described in this analysis represent diverse, innovative, approaches to address the workforce needs of employers in specific communities in the region. Approaches include community engagement and goal setting, skills benchmarking, conventional skills training for targeted groups and specialized training models for hard to serve populations. Further, each of the initiatives has unique funding sources and performance measures. This diversity is a major strength for the East Texas Workforce System.

Workforce Boards have a valuable role to play in tracking the accomplishments and needs in various communities and helping to correlate these into a regional approach. This is not to imply control, but instead the promotion of collaboration, information sharing, outcome reporting, and replication. With an annual budget of approximately \$61 **Million**, which is for the most part, dedicated to specific programs and provision of child-care, overall impact in a \$47 **Billion** regional economy by the Workforce Solutions East Texas will always be challenging. In the long term, along with benefits for the employers and job seekers served, perhaps the greatest contribution Workforce Boards can make will be in the realm of leadership in promoting, coordinating, expanding, and replicating community and regional solutions. The Workforce Solutions East Texas Board is well positioned for this role, addressing the critical factors of capacity, barriers to employment and strengths and weaknesses in the workforce system.

Part 3: Core Programs

A. Workforce Development System

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

Boards must describe how the local workforce development system will work with entities carrying out core and required partner programs to support alignment to aid in the provision of services that support the strategies identified in TWC's WIOA Combined State Plan.

Board Response:

The Workforce Solutions East Texas Board operates full-service Workforce Centers in Longview (Gregg County), Tyler (Smith County) and Athens (Henderson County) along with centers in Marshall (Harrison County) and Palestine (Anderson County). Services are available in the other nine counties of the region (Camp, Cherokee, Marion, Panola, Rains, Rusk, Upshur, Van Zandt and Wood) online, through a call center and by use of Mobile Units. Universal jobseeker and employer services form the foundation for specialized services offered through the core programs identified earlier - WIOA, Adult, Dislocated Worker and Youth, TANF Choices, SNAP E&T Employment Services, TAA and Veterans. In addition, the Workforce Center Service Provider offers a number of service access sites throughout the region, including sites in Tyler, Kilgore, Carthage, Edgewood, Emory, Hawkins, Henderson, Jefferson, Marshall, Palestine, and Pittsburg.

Core Programs will be operated by the Workforce Centers Services Provider, Dynamic Workforce Solutions through a contract with the Workforce Solutions East Texas Board.

In addition, TWC Vocational Rehabilitation Services (VR) Programs (administered by the Texas Workforce Commission) and Child Care Services (through a contract with BakerRipley) are offered in conjunction with the workforce centers. Adult Education and Literacy (AEL) Program services are also offered through PAVE East Texas (serving a grant recipient) which contracts with Angelina College, Kilgore College, Northeast Texas Community College and Trinity Valley Community College for instruction within their service area within the 14-county region.

The network of Workforce Centers and programs administered by the Workforce Solutions East Texas Board and the Texas Workforce Commission is part of a much larger "Workforce Development System" comprised of numerous partners and contributors:

Reemployment Services and Eligibility Assessment Program (RESEA) - Workforce Center Service Provider staff and Employment Services staff partner to offer the Reemployment Services and Eligibility Assessment Program (RESEA). The intent of RESEA is to provide unemployment insurance (UI) claimants with access to a wide array of available resources supporting reemployment and to connect claimants to the direct provision of the intensive career services as appropriate. The Reemployment Services and Eligibility Assessment program targets claimants who are most likely to exhaust benefits before finding employment and need reemployment services. The Reemployment Services and Eligibility Assessment program also connects UI claimants with intensive services, including co-enrollment in the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker or other programs as appropriate.

Workforce Solutions East Texas participates in a pilot of the RESEA Program enhancement initiative led by TWC. Through this initiative Workforce Centers Services Provider staff work to:

- Ensure compliance with DOL Wagner Peyser registration requirements
- Offer additional opportunities to remind customers of upcoming RESEA appointment
- Generate higher quality resumes
- Provide opportunities for intense employment coaching during the 1:1 Initial RESEA appointment

ES staff funded by the RESEA grant must provide:

- Outreach to provide WP Registration, remind customers of upcoming appointments and document results of outreach efforts in case notes
- The Initial RESEA required services to walk-in with benefits suspended

ES staff not funded through the RESEA grant may provide:

- Initial RESEA services when pools are larger than normal or unexpected absences
- Initial RESEA services for professional development

The Workforce Solutions East Texas Board appreciates the opportunity to participate in the RESEA pilot's initiative.

Community and Technical Colleges - Kilgore College, Northeast Texas Community College, Panola College, Trinity Valley Community College, Tyler Junior College and Texas State Technical College.

The Workforce Solutions East Texas Board has long-term relationship with these institutions of higher education. Each of the colleges has occupations on the TWC Statewide Eligible Training Provider List and offer training, associates degrees and credentials for participants in WIOA or other workforce programs. Workforce Solutions East Texas participates in various initiatives of the colleges, including specially funded grant programs. Workforce Solutions staff also participate in creation of Skills Development Fund projects and other TWC sponsored programs. Several of the colleges are providers of Basic Education and Literacy Services through the Workforce Solutions East Texas Board. In addition, a service access point is located on the Kilgore College campus.

Career Schools – include DFE Tech, and others

Area proprietary (Career) schools also offer occupational training for participants in WIOA or other workforce programs and are listed on the TWC Statewide Eligible Training Provider List, and offer training, associates degrees and credentials for participants in WIOA or other workforce programs.

Universities and four-year Colleges - University of Texas at Tyler, Letourneau University, East Texas Baptist University, Jacksonville College, Jarvis Christian College, Texas College, and Wiley College

The universities in East Texas provide baccalaureate and graduate programs enhancing the education and skill level for our workforce. The WIOA occupational skills training protocol in East Texas allows for completion of bachelor's degrees when the workforce participants have the prior credentials to complete their degree within two years. This allows area four-year colleges and universities to participate in the Statewide Eligible Training Provider System.

Public and Private Education system - 82 Public Independent Schools Districts and Charter Schools plus numerous private schools, Region 7 Education Service Center.

The Workforce Solutions East Texas Board cooperates with the Region 7 Education Service Center and area secondary and postsecondary schools and for activities associated with Career Technology

and Education (CTE) Programs funded by the Texas Education Agency and the Texas Higher Education Coordinating through the Carl D. Perkins Career and Technical Education Act of 2006.

The Texas Workforce Commission funds Jobs Y'all Youth Career Fairs which support career planning in the schools. Workforce Solutions East Texas Board staff work with area schools to host one or two career fairs each year. Schools (often in partnership with local community and technical colleges) applying for special training equipment grants such as the TWC JET grant and the TWC Dual Credit Program collaborate with Workforce Solutions East Texas to complete demand occupation certifications and to obtain labor market information.

Economic Development Corporations - includes Longview, Tyler, Athens Carthage, Canton, Emory, Gilmer, Henderson, Kilgore, Pittsburg, Jacksonville, Lindale, Marshall, Mineola, Palestine, Tatum, Quitman, Van, and Wills Point and many others.

The Workforce Solutions East Texas Board collaborates with Economic Development Corporations on numerous initiatives including job fairs, hiring events, High Demand Job Training Program projects and special initiatives.

Community and Non-Profit Organizations (including organizations serving individuals with disabilities - Examples include Camp V Tyler, Afterschool Programs (Boys and Girls Clubs), Junior Achievement, Churches, Christian Men and Women's Job Corps, Communities in Schools (CIS), D.O.R.S. Community Services, Goodwill Industries of East Texas, East Texas Center for Independent Living, East Texas Lighthouse for the Blind and many more.

Examples of cooperation include:

- Collaboration on services to participants and referrals to the Workforce Centers
- The United Way of Smith County and the Greater Longview United Way offer generous support for area non-profits agencies which support the Workforce System of East Texas. In addition, they provide vital referral services through their 211 networks.

U.S. Department of Housing and Urban Development (HUD) – CDBG and CSBG –

CDBG

The cities of Longview, Marshall and Tyler participate in the Community Development Block Grant (CDBG) Entitlement Program, which provides annual grants on a formula basis to entitled cities and counties to develop viable urban communities by providing decent housing and a suitable living environment, and by expanding economic opportunities, principally for low and moderate-income people.

Longview, Marshall and Tyler administer the Family Self Sufficiency Program funded by the U.S. Department of Housing and Urban Development, which promotes the development of local strategies to coordinate public and private resources which help housing choice voucher program participants, public housing tenants, and tenants in the Section 8 Project-Based Rental Assistance (PBRA) program obtain employment, enabling participating families to achieve economic independence and reduce dependence on welfare assistance and rental subsidies.

CSBG

Using Community Services Block Grant, (CSBG) funding, nonprofit agencies throughout East Texas address the needs of specific income qualifying target groups through the administration of various programs such as the Low-Income Home Energy Assistance Program, Energy Crisis Intervention Program, Backpack Buddies and Step Up to Leadership. Area agencies include Community Services Inc., Community Services of Northeast Texas Inc., the Greater East Texas Community Action Program and Tri-County Community Action, Inc.

Workforce Solutions

Workforce Solutions East Texas is available for Longview, Marshall and Tyler (CDBG), and the area agencies (CSBG), coordinating information and resources and promoting joint planning collaboration by:

Including the City Community Services departments and nonprofit agencies in the list of clients' services

Making appropriate referrals

Exchanging information and coordinating programs for a more streamlined and efficient workforce system

Sharing relevant customer satisfaction information.

Migrant And Seasonal Farmworkers Programs

The Workforce Solutions East Texas Board is not aware of any Migrant and Seasonal Farmworker Program activities in our area but looks forward to any opportunities to engage with these programs.

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

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

Each Board 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 co-enrollment, as appropriate, in core programs improve access to activities that lead to a recognized postsecondary credential (such as an industry-recognized certificate or certification) that is portable and stackable.
- include a description of the Board's plan for working with at least one of the Governor's

industry clusters.

Board Response:

As the Workforce Solutions East Texas Board expands access to training and services, the following groups will be emphasized:

Veterans - Veterans' Employment Service (ES) provide; quality assistance and priority service to veterans seeking employment; veterans with necessary tools to re-enter the workplace after exiting from military service; and, identification of employment opportunities available to veterans through outreach, education and training. The program addresses the unemployment and underemployment among veterans by implementing policies and programs for veterans to obtain employment, job training, counseling and job placement services.

Once eligible veterans are identified through a point of entry triage tool, they are directed to the appropriate Career Center staff or Texas Veteran Commission Staff. Priority of services includes personalized service delivery. To ensure priority of services for transitioning veterans, Workforce Solutions East Texas will continue to coordinate with Veteran service providers, federal and state veterans' programs, and reintegration programs. The Disabled Veterans' Outreach Program (DVOP)/Local Veterans' Employment Representative (LVER) grants are administered by the Texas Veterans Commission (TVC). DVOP and LVER staffs are housed in Workforce Solutions Offices with our service provider staff and ES staff. TWC, TVC, and Workforce Center Services Provider staff work closely to ensure veterans are given priority and the services they have earned. Workforce Solutions East Texas is an active participant in the Red, White and You Job Fair initiative headed by the Texas Workforce Commission. Each Veterans Day, Jobs Fairs are hosted in Longview and Tyler to assure Veterans and employee throughout the region can participate. Also, the Workforce Solutions East Texas Board has established an access point at Camp V Tyler (which has been described earlier.)

Individuals with Disabilities - Workforce Solutions East Texas is dedicated to be welcoming and accommodating for individuals with disabilities. There is an emphasis on continuous improvement of services and assistive technologies. The transition of Texas Workforce Commission Vocational Rehabilitation Services (VRS) will enhance the capacity of the Workforce Centers to serve the population of individuals with disabilities.

Funded through the Texas Workforce Commission, the Workforce Solutions East Texas Board and the East Texas Council of Governments employs a Student Hireability Navigator who serves as a resource to support, expand, and enhance pre-employment transition services that are provided by Vocational Rehabilitation Services, Workforce Solutions of East Texas Centers, as well as other partners and programs in the workforce development area.

Individuals with Limited English Proficiency: Job seekers with limited English proficiency (LEP) will be referred to the Adult Education and Literacy (AEL) Consortium operated by PAVE East Texas and their contractors - Kilgore College, Panola College, Northeast Texas Community College, and Trinity Valley Community College. Further, the AEL Consortium will also refer individuals to the Workforce Centers for services.

Homeless Individuals: Workforce Solutions East Texas will collaborate with groups involved in the planning and provision of services to the homeless and those at risk of becoming homeless. Staff from

the Workforce Solutions East Texas Centers participate in the East Texas Human Needs Network, which addresses poverty issues and homelessness in the Tyler/East Texas area. The homeless will be offered the full array of Workforce Center services. Workforce Solutions East Texas also participates in the Annual Homeless Resource Day in Longview.

Ex-Offenders: Workforce Solutions East Texas provide ex-offenders with access to workforce services. Additionally, fidelity bonding for employment will be offered and marketed for individuals in the ex-offender population.

Funding will be allocated for occupational skills training to be offered through the Workforce Centers Services Provider. The proposed Targeted and Demand Occupations list includes several entry level occupations offering career pathways and career ladders. Customers qualifying for occupational skills training will be apprised of these opportunities.

The Workforce Solutions East Texas Board will work to partner with area community and technical colleges, economic development corporations and employers to put forward Skills Development Fund applications and Texas Industry Partnership Program applications which involve collaborations with businesses comprising the Governors Industry Clusters.

Part 4: One-Stop Service Delivery

A. One-Stop Service Delivery System

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

Each Board must include a description of its workforce area's one-stop delivery system, 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, using technology and other means
- How entities within the one-stop delivery system, including Boards, contracted service providers, and 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

Board Response:

Continuous improvement of eligible providers - Recognizing the diversity of employer needs and job opportunities in the economy, the Workforce Solutions East Texas Board plan includes a wide variety of Targeted occupations for which training can be purchased on behalf of participants. In selecting the occupations for which training can be provided, care was taken to ensure the employment needs of local employers, workers, and job seekers will be met. The Workforce Solutions East Texas Board encourages qualified potential eligible training providers to apply for their programs to be included on the Texas Workforce Commission Statewide Eligible Training Provider List. As applicable, training providers must meet performance measures and other requirements. Outcomes for occupational skills training participants are monitored and corrective actions will be taken to address any Eligible Training Provider issues.

Access to services provided through the one-stop delivery system – Along with the Workforce Center Offices in Longview, Tyler, Palestine, Marshall and Athens, the Workforce Solutions East Texas Board has three mobile units available to be deployed to at rapid response events, job fairs, employer hiring events and various community functions where a presence by Workforce Solutions is appropriate. For the nine counties of the region which do not have a Workforce Solutions office (Camp, Cherokee, Marion, Panola, Rains, Rusk, Upshur, Van Zandt and Wood), a weekly presence in each county will be maintained through the mobile units. In addition, Workforce Solutions East Texas has installed a centralized call center to serve participants, supplemented by a robust online “virtual” footprint. In addition, as referenced earlier, Workforce Solutions East Texas has established an expanding network of access points throughout the region as an adjunct to the offices.

Compliance with physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities - All Workforce Center facilities are fully compliant with all accessibility requirements.

The roles and resource contributions of the one-stop partners – All One-Stop Partners pay their appropriate share of costs as outlined in corresponding memoranda of understanding. Core programs are offered through the Workforce Center Services provider, with the contribution to One Stop Centers paid for through the TWC Contract funding streams along with costs for Employment Services staff. The Child Care Services Provider is also housed in the Workforce Centers and their share of Centers costs are paid through TWC Child Care Services Contract funds. Texas Veterans Commission is housed in the Workforce Centers and associated costs are paid through the Veterans Commission.

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.

The Workforce Solutions East Texas Board and the Regional Office of Texas Workforce Commission Vocational Rehabilitation Services have an agreement in place for the coordination of the Work Experience Services. This agreement is available for review upon request.

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

References: WIOA §108(b)(4); 20 CFR §679.560(b)(3); WIOA §108(b)(5); 20 CFR §679.560(b)(4)

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

- ☐ facilitate the engagement of employers, including small employers and employers in in-demand industry sectors, in-demand occupations, and target occupations, in workforce development programs;
- ☐ support a local workforce development system that meets the needs of businesses in the workforce area;
- ☐ coordinate workforce investment activities with regional economic development activities that are carried out in the local workforce area;
- ☐ promote entrepreneurial skills training and microenterprise services; and
- ☐ strengthen the linkage 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, the use of effective business intermediaries, and other business services and strategies that are designed to meet the needs of regional employers. These initiatives must support the strategy described above.

Board Response:

Employers can select from a variety of service options based upon their self-determined needs:

- Find an Employee – WorkInTexas.com serves as a Human Resource partner offering no-cost services including job posting and matching.
- Connection with candidates through video, Audio and Text Chat. Monthly Virtual Job Fairs are hosted to connect employers with qualified job seekers.

- In-person Job Fairs
- Employers may request tailored TWC Labor Market Information directly through the Employer Services Team.
- Workforce Solutions East Texas partners with various industries and locations throughout the 14-county region and offers a team of specialized recruiters to help match positions and skills sets.
- Rapid response and transition services for employers facing layoffs and company closures.
- Employers whose needs align with the identified skill sets of Unemployment Insurance recipients will be targeted to provide enhanced services to UI job seekers. Unemployment insurance recipients will be connected to Workforce Services through outreach activities which will include regular orientation sessions for recipients who are likely to exhaust their benefits. Unemployment insurance recipients will be registered in Work-In-Texas (WIT). Workforce Center staff will identify active WIT job seekers and develop jobs with quality matches. Additionally, UI recipients or “customers, job seekers” will be assisted with their job search.
- Unemployment insurance recipients who need additional/new skills to achieve self-sufficiency will be encouraged to apply for assistance through WIOA and other programs which offer occupational skills training and other enhanced services.

Workforce Investment Activities

Economic Development and Entrepreneurial/Microenterprise Activities

Economic Development

As the administrative unit for the Workforce Solutions East Texas Board, the East Texas Council of Governments has aligned its resource priorities to create a Workforce and Economic Development Division which emphasizes "Workforce Development for Economic Development". Workforce Solutions East Texas partners with area Economic Development agencies collaborate on a number of initiatives:

- Outreach by the Workforce Centers to local employers including outreach and planning for local job fairs;
- TWC High Demand Job Training Program - training programs funded through combination of economic development corporation funds and TWC funding;
- Collaboration with Community and Technical Colleges for TWC Skills Development Fund grant applications;
- Outreach for TWC Jobs Y'all Youth Career Fairs

- Provision of localized labor market information and economic data from the Texas Workforce Commission and other sources.
- Consultation on identification of targeted industries and occupations

D. Coordination of Wagner-Peyser Services

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

Boards must include a description of the strategies that are used to maximize coordination, improve service delivery, and avoid the duplication of Wagner-Peyser Act services and other services that are provided through the one-stop delivery system.

Board Response:

In accordance with the Wagner Peyser Act regulations, Wagner-Peyser Act labor exchange services are coordinated with other activities provided by other partners in a One-Stop setting. Wagner-Peyser Employment Services (ES) are integrated at the Workforce Centers and administered under the guidance of TWC.

Personnel matters, including compensation, personnel actions, terms and conditions of employment, performance appraisals, and accountability of merit-staff employees funded under the Wagner-Peyser Act, remain under the authority of TWC (including such matters that are delegated to any other public agency). Such guidance given to employees must be consistent with the provisions of the Wagner-Peyser Act and in compliance with all applicable federal and state law.

Wagner-Peyser funded ES TWC staff will provide the following common core and intensive services in delivering ES:

Core Services:

1. Outreach and initial customer intake;
2. Initial assessment of customer needs;
3. Eligibility determination for TWC program services;
4. Provision of labor market information;
5. Provision of information regarding job vacancy listings including job skill requirements and earnings;
6. Provision of information regarding the availability of supportive services;
7. Provision of information regarding performance and costs for eligible training providers;
8. Unassisted access to job placement resources;
9. Referral to other appropriate workforce services, including other Workforce Solutions East Texas administered training programs; and
10. Other core services determined by the Workforce Solutions East Texas Board and allowable as an eligible activity under TWC programs.

Intensive Services:

1. Comprehensive and specialized assessments of customer's needs;
2. Development of an appropriate intervention and service strategy to meet identified customer needs;
3. Group and specialized customer counseling;
4. Career planning;
5. Short-term pre-vocational services;
6. Staff assisted job placement;
7. Referral to other appropriate workforce services; and
8. Internships and work experiences that are linked to careers;
9. Financial Literacy services; and
10. Other intensive services determined by the Workforce Solutions East Texas Board and allowable as an eligible activity under TWC programs.

Wagner-Peyser funded ES TWC staff may provide the following services to employers in delivering ES:

1. Create staff-assisted job openings and refer job seekers to job openings;
2. Provide assistance with special recruitment needs;
3. Conduct analyses of hard-to-fill job orders;
4. Provide job restructuring assistance; and
5. Provide other related services as determined by the Board and allowable under TWC programs.

Adoption of Case Management System Updates

Workforce Solutions East Texas is actively involved with the implementation of system and program functions resulting from TWC's adoption of WorkInTexas.com as the case management system for the following workforce programs:

- WIOA Adult, Dislocated Worker, Youth, and Statewide programs
- Temporary Assistance for Needy Families Choices program
- Supplemental Nutritional Assistance Program Employment & Training (SNAP E&T) program
- Trade Adjustment Assistance (TAA) program
- National Dislocated Worker Grant (NDWG) programs

The Workforce Solutions East Texas Board will comply with all TWC directives including TA Bulletin 305, Change 2, titled "Workforce Case Management System Policy Guidance—Update," which provides Boards with an outline of these guidance updates.

Additionally, the Workforce Solutions East Texas Board will utilize available Staff Resources (SR) documents providing workforce case management system (WFCMS) updates including SR WFCMS-05 titled "Workforce Case Management System Train-the-Trainer Sessions: Frequently Asked Questions;" and SR WFCMS-06 titled "Workforce Case Management System WorkInTexas.com Program Service Sequences".

E. Integrated, Technology-Enabled Intake and Case Management

References: 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 WorkinTexas.com for the programs that are carried out under WIOA and by one-stop partners.

Board Response:

A Workforce Solutions East Texas Board approved service delivery plan has been implemented which includes a data management system, allowing participants to complete intake functions only once for multiple programs which may then share common information. Mobile units also make regular weekly appearances in counties without a brick and mortar facility. These units travel to participants' locations for case management activities and are equipped with office-in-a-box technologies, allowing real-time interconnectivity between the van and Texas Workforce programs and services. Additionally, an extended hours call center has been implemented where participants may interact in real-time with a human counselor, regardless of where they are in the region and an interactive website, where participants may virtually complete most, if not all, of the necessary data collection from the comfort of their own homes or other locations.

F. Third Party Partnership in SNAP Employment and Training Programs

Reference: Supplemental Nutrition Assistance Program Employment and Training Third-Party Partnership Guide

The Texas Health and Human Services Commission has directed TWC to expand the use of SNAP E&T Third Party Partnerships (TPP) throughout the state, with a goal of implementing TPP in all workforce areas by Federal Fiscal Year 2029. Boards must provide an assurance that they are planning for the expansion of TPP and must describe any planned or completed steps toward implementation.

The East Texas Board area has a goal of implementing the Third-Party Partnership in the SNAP E&T Program in Federal Fiscal Year 2026. Currently, the Board is planning preliminary meetings with TWC and with Boards presently implementing the Program. After these meetings, we will plan meetings with the Contractor to outline the expectations and provide guidance for implementation.

Part 5: Workforce Investment Activities

A. Rapid Response Activity Coordination

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

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

Workforce Centers Services provider staff responsible for Dislocated Worker Services and Rapid Response work closely with the Rapid Response Coordinator at the Board level to assure services are provided to laid-off workers in a timely manner.

The Board will provide Rapid Response services to employers that can include:

- Immediate and on-site contact with the employer-to the extent practical or allowed by the employer-as well as representatives of the affected workers, and the local community;
- Guidance and/or financial assistance to establish a labor-management committee voluntarily agreed to by labor and management, or a workforce transition committee comprising representatives of the employer, the affected workers, and the local community that devises and oversees an implementation strategy to respond to the reemployment needs of affected workers;
- Development of a coordinated response to the dislocation event; and
- State economic development assistance, as needed.

In coordination with the Workforce Centers Services provider staff, the Rapid Response Coordinator ensures rapid response services to affected workers are provided either on-site or at a Texas Workforce Center or other appropriate location and include:

- An orientation on available workforce program services;
- Information on and assistance with filing for unemployment insurance benefits;
- Information on Trade services available through Texas Workforce Centers;
- A survey of affected workers' employment, knowledge, skills, and abilities; and
- Other services, such as workshops and seminars on tools that will assist with a rapid transition to new employment.

B. Youth Activities and Services

References: 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.

Dynamic Workforce Solutions, LLC - TX, the Workforce Centers Services Provider, implements WIOA Youth Programs. In addition, the Workforce Solutions East Texas Board utilizes a portion of WIOA Youth funding for a Stand-Alone Youth project through a contract with East Texas Literacy Council.

All of the 14 program elements required in §681.460 of the Final Regulations shall be made available:

1. Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent (including a recognized certificate of attendance or

similar document for individuals with disabilities) or for a recognized postsecondary credential.

2. Alternative secondary school services, or dropout recovery services, as appropriate
3. Paid and unpaid work experiences that have academic and occupational education as a component of the work experience, which may include the following types of work experiences:
 - Summer employment opportunities and other employment opportunities available throughout the school year;
 - Pre-apprenticeship programs—a program or set of strategies designed to prepare individuals to enter and succeed in a registered apprenticeship program and has a documented partnership with at least one, if not more, registered apprenticeship programs;
 - Internships and job shadowing;
 - On-the-Job Training (OJT) opportunities, as defined in WIOA §3(44)
4. Occupational skills training, which includes priority consideration for training programs leading to recognized postsecondary credentials that align with in-demand industry sectors or occupations in the workforce area involved
5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster
6. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors
7. Support services, as defined in WIOA §3(59), which enable an individual to participate in WIOA activities. These services include, but are not limited to, the following:
 - Linkages to community services;
 - Assistance with transportation;
 - Assistance with child-care and dependent care;
 - Assistance with housing;
 - Needs-related payments;
 - Assistance with educational testing;
 - Reasonable accommodations for youth with disabilities;
 - Referrals to health care; and
 - Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear.
8. Adult mentoring for a duration of at least 12 months that may occur both during and after program participation
9. Follow-up services for not fewer than 12 months after the completion of participation

10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth
11. Financial literacy education
12. Entrepreneurial skills training
13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the workforce area, such as career awareness, career counseling, and career exploration services; and
14. Activities assisting youth prepare for and transition to postsecondary education and training

C. Coordination with Secondary and Postsecondary Education Programs

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

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

The Workforce Solutions East Texas Board will work with Tri-Agency Partnership of the Texas Workforce Commission, the Texas Higher Education Coordinating Board and the Texas Education Agency to support the Texas Higher Education Coordinating Board 60 x 30 initiative with the overarching goal is to make sure “at least 60 percent of Texans ages 25-34 will have a certificate or degree” by 2030. A summary of coordination activities is included below.

Secondary Education

- The Workforce Centers Services Provider will maintain relationships with area school districts to enhance outreach for students graduating and for dropout
- Implementation of TWC sponsored youth career fairs and initiatives.
- Enhancement of connections between the schools and TWC Labor Market Information resources.
- Assistance in the development of grant proposals.

Post-secondary Education

- Access of training for participants through the Eligible Training Provider System and through other purchases of training.
- Cooperation in initiation of Skills Development Fund projects.
- Assistance in the development of grant proposals.
- Development of workforce services access points

The Workforce Solutions East Texas Board will work with area educational agencies to assure there is

no duplication of services.

D. Child Care and Early Learning

References: 40 TAC §809.12

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

Efforts include:

- coordinating with employers, economic development programs, and other industry leaders to increase the awareness and importance of early learning as a workforce and economic development tool;
- supporting improved school readiness through higher-quality child care, including through the Texas Rising Star program and partnership opportunities; and
- supporting the needs of the child care industry, such as by providing assistance with business development or shared services, or by providing opportunities to support professional growth and career pathways for early education.

The Board's commitment to child-care businesses concentrates on the six common practices below to increase child-care business success in a manner supporting the workforce and businesses in East Texas.

Creating exceptional customer service

By providing quality and intense mentoring, child-care programs earn TRS certifications indicating they exceed minimum licensing standards. TRS child-care programs are known in the community for providing above average education and care to children; therefore, exceptional customer service equates to more children in their centers which in turn creates a solid business. Board staff mentors teachers and directors with a focus toward helping the Program achieve a 2-, 3- or 4-Star status, making their child-care program more marketable. Providers and parents recognize the value of exceeding minimum state licensing standards. A TRS Program, in most instances, is the parents' choice for their children. The Board provides child-care program staff with opportunities to earn their Child Development Associate (CDA) Credential, starting them on career paths as educators rather than "babysitters." The board also provides avenues for staff to pursue college degrees.

The benefits received are more parents enrolling their children in childcare programs with higher qualified staff.

Promoting the quality of the business

The Workforce Solutions East Texas Board promotes the quality of the TRS Program at least two ways. First, the Board awards banners indicating the star level TRS Programs earn. Programs display their banners for the community and parents to recognize the advanced level the child-care program achieved

regarding quality child-care. The banners depict the number of stars the Program holds; 2-, 3- or 4-Star ratings. Secondly, Baker Ripley, the CCS Provider, educates parents, explaining what a TRS Program brings to the table and provides lists of which Child Care Service (CCS) Programs are TRS and their individual Star ratings. The Board's website also presents a list of CCS Programs highlighting the TRS Programs with a focus on their TRS quality status.

Parents searching for child-care programs who provide care and education exceeding the state licensing standards equating to enrollment increases are the benefits received by the child-care business. Enrollments are most likely more stable, too.

Being creative

Interaction and inspiration are the basis of child development and early childhood education. Young children will be the first to explain yesterday's novelty suddenly became B-O-R-I-N-G today. Likewise, research indicates innovation is critical to successful small businesses. The Board provides CDA credential training to entry-level teachers, building continuous possibilities and sharing "best practices" of early childhood education beyond our immediate region. The Board also provides curricula, materials, learning guides, staff training and one-on-one interactions. Board staff works with child-care's small business owners and leadership to constantly introduce innovative approaches to even routine tasks in the classroom, leading to strong engagement by the children. Creative and knowledgeable teachers are favorites for children and parents alike. When shared with other parents, grandparents, family and the community, this word-of-mouth marketing sets the Program apart as THE choice with exceptional learning experiences.

This marketing fosters a strong parent demand for inclusion, both from those in and beyond the CCS system, which is a benefit. Constant demand for services equals "business security," a definite benefit for the child-care program. Creativity and positive interactions form the path for East Texas child-care Programs to develop brand appeal as they establish and grow their productive small businesses.

Staying focused

Small businesses who maintain situational awareness position themselves to be successful. To help our Programs remain focused on child-care quality, Board staff build on the strong working foundations established with child-care businesses as they seek to improve their quality. Beyond the annual monitoring and three-year re-certifications required by TWC, Board staff, via trainings, continued mentoring and one-on-one interactions to ensure the program staff keep their focus with an infusion of fresh approaches. The Board provides tuition and registration reimbursements so quality child-care continues to be the Programs' Number One focus area.

Providing a great service

Great service sets a business above the pack. In the childcare business world, child-care quality through the TRS program distinguishes TRS Providers from other child-care services and indicates they are providing a great service. Currently, over 65% of the CCS providers in East Texas have earned their TRS rating. Quality early childhood education unites parents, grandparents, and the community. Parents choose child-care providers with the highest standards to establish a solid foundation for future educational growth. In the East Texas region, TRS Programs offering quality early childhood education continually have a wait list for parents interested in placing their children at these centers. East Texas TRS' great service is in demand. The Board is striving to make TRS' high quality the region's norm. How is a great service in the child-care world defined? It is accomplishing TRS certification, trained

and resourceful staff, exceptional service, and a stable quality enhanced business, all of which are the Board's goal for a child-care business.

Attracting and maintaining employees

Successful small businesses share the common thread of attracting and maintaining employees. East Texas TRS Provider staff who received Board-sponsored CDA training continue with the employing Provider at a higher rate than staff who did not receive CDA training. Program directors indicate non-CDA staff have an average turnover rate of 10 to 15%. CDA credentialed staff have a 5% or less turnover rate. The board is initiating a retention stipend for TRS program staff based on length of tenure. Stipends will be provided for 1, 2, 5 and 10 plus years.

One of the attributes of a successful small business is maintaining employees. Board provided CDA training and retention stipends benefit child-care business in this manner. Turnover and providing additional training for new employees is costly.

Child Care Industry Support Initiative

The Workforce Solutions East Texas Board contracts with Smith County Champions for Children for Child Care Industry Support Initiative activities.

The two Business Operations Specialists for the initiative have offices provided at Workforce Solutions of East Texas (WSET) facilities, but they are direct employees of, and accountable to, Smith County Champions for Children.

Outcomes include, but are not limited to:

- The development of new contracted Child Care providers,
- An increase in employer sponsored Child Care centers, as well as,
- Increased capacity for infants (0-17 months) and,
- Contracted centers within Child Care desert areas. (An area where the number of children younger than six years of age who have working parents is at least three times greater than the capacity of licensed child care providers in that area.
- Connecting centers with TWC's Child Care provider expansion entity/entities.
-

E. Transportation and Other Support Services

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

Each Board 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.

Supportive Services

Supportive Services for WIOA eligible Adults, Dislocated Workers, or Youth participants include

services necessary to enable the individual to participate in certain activities authorized under WIOA. Examples of Support Services under WIOA include transportation assistance, child-care, dependent care, one-time work-related expenses, and housing assistance. For WIOA Adults and Dislocated Workers, Supportive Services may only be provided when they are necessary to enable individuals to participate.

Supportive Services funded by WIOA are only allowable if they are not otherwise available from other coordinated community services or sources. In order to be eligible to receive Transportation Assistance and/or other Supportive Services, a need for services must be documented in the Individual Employment Plan (IEP) or Individual Service Strategy (ISS).

Transportation Assistance

Participants enrolled in classroom training (CRT) shall be eligible for Transportation Assistance payments to defray the cost of traveling to their classroom training site, provided a need is documented.

Workforce Solutions staff should assess and address the need for Transportation Assistance in the most efficient, reliable and economical manner available as allowed by policy.

WIOA funds may be used to pay transportation costs for participants in non-classroom WIOA activities. Transportation Assistance may be provided to participants to allow them to engage in allowable activities such as (but not limited to):

- Job Search;
- Career counseling;
- Job club;
- Short-term prevocational services; or
- In the course of obtaining other Supportive Services funded by WIOA or by an outside agency.

The evaluation of the participant's need for Transportation Assistance will be part of the initial and ongoing assessment process. Case files shall fully document why a certain mode of transportation was deemed to be the most economical.

WIOA funds may be used to pay transportation costs for participants attending WIOA funded classroom training. Specialized assessment of need documentation requirements shall apply for transportation assistance for Classroom Training attendees.

If eligible, Workforce Solutions staff must use WIOA funds to provide transportation assistance if alternative transportation resources are not available to participants.

General Transportation Assistance may entail:

- Gasoline;
- Vouchers or fuel cards (vouchers should be treated just like cash and the method of calculation and recoupment outlined in this directive are applicable to vouchers); or,

- Purchase of additional needed services from transportation providers (Examples include; contracts for shuttles, buses, car-pools, “slots” of “passes” for public or other transportation services).

F. Coordination of Adult Education and Literacy

References: WIOA §108(b)(13); 20 CFR §679.560(b)(12); WD 18-23, Change 2

Boards must include a description of how the Board will coordinate WIOA Title I workforce investment activities with AEL activities under WIOA Title II. Boards must also include the process used to review the local applications submitted under Title II, as consistent with WIOA §§107(d)(11)(A) and (B)(i) and WIOA §232.

Workforce Solutions East Texas has ongoing collaborative efforts with PAVE East Texas and its partner Adult Education and Literacy Providers. The following priorities for enhanced coordination have been identified:

- Support of career pathway funding opportunities.
- Regular visits by Workforce Solutions East staff to the AEL sites to recruit participants along with visits by AEL staff to the Workforce Centers to recruit for AEL.
- Creation of better coordination with TABE testing, sharing results and following TABE time limits between tests.
- Promotion of continuity in staff Workforce Centers and AEL relationships.
- Continued improvement in communication between AEL providers and Workforce Solutions East Texas.

Along with infrastructure cost sharing, these priorities are outlined in a memorandum of understanding with the PAVE East Texas.

Workforce Solutions East Texas (WSET) has one Workforce Contractor and WIOA Out-of-School Youth contractor.

The coordination of WIOA Title I and AEL Title II are a foundational element and a critical partnership to support the training investments made by the Workforce Solutions East Texas Board. Service Coordination between the Board’s Workforce Contractor and the AEL providers begins with competent case management and the ability to identify needs and eliminate basic literacy barriers to success for job center customers and make appropriate assessments and referrals.

The Board’s Workforce Contractor’s case management philosophy is built on the basic fundamentals of; 1) Intake and establishing a relationship with the customer; 2) Assessing Need by using industry recognized tools such as the TABE or CASAS assessment, and through personal interview; 3) Creating a plan of service which involves the development of the Individual Employment Plan or Individual Service Strategy; and, 4) monitoring and evaluation to insure effective and appropriate supports are guiding the individual to their individual goals and to insure compliance with program rules and regulations.

Workforce Solutions East Texas has a referral system whereby the case managers complete a universal referral form to initiate AEL services and to start tracking the progress of the customer.

East Texas also provides job placement and job development services to assist the participant with adequate and appropriate job referrals for unsubsidized employment or other interventions such as career counseling to build confidence and provide for basic skills to insure they are job ready. WSET relies on its partnership with PAVE East Texas to provide GED training and tutoring to the Board's customers. AEL contractors also provide reverse referrals to the Board's Workforce Centers. This reciprocal partnership allows a more holistic approach to serving the literacy deficiencies of the workforce.

Adult Education and Literacy Application Review Process

The Workforce Solutions East Texas Board will fulfill all TWC requirements for review and comment for Request for Applications for AEL providers conducted by TWC. A review team (typically 3 Board staff members) with no conflicts of interest will be appointed by the Board Executive Director and will provide a summary in accordance with TWC guidance.

Part 6: Adult and Dislocated Workers

A. Adult and Dislocated Worker Employment and Training

References: 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.

The following Workforce Innovation and Opportunity Act (WIOA) services will be available based upon the participant's needs and available resources -

Career Services

Basic Career Services

Basic career services must be made available and, at a minimum, must include the following services, as consistent with allowable program activities and federal cost principles:

- Determinations of whether the individual is eligible to receive assistance from the adult, dislocated worker, or youth programs;
- Outreach, intake (including worker profiling), and orientation to information and other services available through the Texas workforce system;
- Initial assessment of skills levels, including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and support service needs;
- Labor exchange services, including:

- Provision of referrals to and coordination of activities with other programs and services, including programs and services within the Texas workforce system and, when appropriate, other workforce development programs;
- Provision of workforce and labor market employment statistics information, including information relating to local, regional, and national labor market areas, including:
 - job vacancy listings in labor market areas;
 - information on job skills necessary to obtain the vacant jobs listed; and
 - information relating to local occupations in demand and the earnings, skills requirement and opportunities for advancement in those jobs;
- Provision of performance information and program cost information on eligible providers of training services by program and provider type;
- Provision of information, in usable and understandable formats and languages, about how the Board is performing on local performance accountability measures, as well as any additional performance information relating to the Texas workforce system;
- Provision of information, in usable and understandable formats and languages, relating to the availability of support services or assistance, and appropriate referrals to those services and assistance, including:
 - child-care;
 - child support;
 - medical or child health assistance available through the state's Medicaid program and Children's Health Insurance Program;
 - benefits under the Supplemental Nutrition Assistance Program (SNAP);
 - assistance through the earned income tax credit; and
 - assistance under a state program for Temporary Assistance for Needy Families (TANF), and other support services and transportation provided through that program;
- Provision of information and assistance regarding filing claims for unemployment compensation, by which the Board must provide assistance to individuals seeking such assistance.
- Assistance in establishing eligibility for programs of financial aid assistance for training and education programs not provided under WIOA.

Individualized Career Services

Individualized career services must be made available if determined to be appropriate in order for an individual to obtain or retain employment. These include the following services, as consistent with WIOA requirements and federal cost principles:

- Comprehensive and specialized assessments of the skills levels and service needs of adults and dislocated workers, which may include:
 - diagnostic testing and use of other assessment tools; and
 - in-depth interviewing and evaluation to identify employment barriers and appropriate employment goals;

- Development of an individual employment plan to identify the employment goals, appropriate achievement objectives, and appropriate combination of services for the participant to achieve his or her employment goals, including the list of and information regarding eligible training providers;
- Group counseling;
- Individual counseling;
- Career planning;
- Short-term prevocational services, including development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct services to prepare individuals for unsubsidized employment or training;
- Internships and work experience that are linked to careers;

Internships and work experience are planned, structured learning experiences that take place in a workplace for a limited period of time. Work experience may be paid or unpaid, as appropriate. An internship or work experience may be arranged within the private for-profit sector, the nonprofit sector, or the public sector. Labor standards apply in any work experience setting where an employee/employer relationship, as defined by the Fair Labor Standards Act (FLSA), exists.

- Workforce preparation activities;
- Financial literacy services as described in WIOA §129(b)(2)(D);
- Out-of-area job search and relocation assistance; and
- English language acquisition and integrated education and training programs.

Follow-Up Services

Follow-up services must be made available, as appropriate—including counseling regarding the workplace—for participants in adult or dislocated worker activities who are placed in unsubsidized employment for a minimum of 12 months after the first day of employment.

Training Services

WIOA is designed to increase participant access to training services. Training services are provided to equip individuals to enter the workforce and retain employment.

Examples of training services include:

- occupational skills training, including training for nontraditional employment;
- on-the-job training (OJT), including registered apprenticeship;
- incumbent worker training in accordance with WIOA §134(d)(4);
- workplace training and cooperative education programs;
- private sector training programs;
- skills upgrading and retraining;
- entrepreneurial training;
- transitional jobs in accordance with WIOA §134(d)(5);
- job readiness training provided in combination with other training described above;
- adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, in combination with training; and

- customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training.

Assessment instruments used in conjunction with occupational skills training include, but are not limited to the COPS, CAPS, COPEs and the Test of Adult Basic Education (TABE).

B. Service Priority

References: 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, as consistent with WIOA §134(c)(3)(E) and 20CFR §680.600, along with 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.

The Workforce Solutions East Texas Board designates parenting youth as an additional priority group. (See Below Local Priority Group)

Workforce Solutions East Texas (WSET) has one Workforce Contractor, and one WIOA Out-of-School Youth contractor.

The coordination of WIOA Title I and AEL Title II are a foundational element and a critical partnership to support the training investments made by the Workforce Solutions East Texas Board.

Service Coordination between the Board's Workforce Contractor and the AEL providers begins with competent case management and the ability to identify needs and eliminate basic literacy barriers to success for job center customers and make appropriate assessments and referrals.

The Board's Workforce Contractor's case management philosophy is built on the basic fundamentals of; 1) Intake and establishing a relationship with the customer; 2) Assessing Need by using industry recognized tools such as the TABE or CASAS assessment, and through personal interview; 3) Creating a plan of service which involves the development of the Individual Employment Plan or Individual Service Strategy; and, 4) monitoring and evaluation to insure effective and appropriate supports are guiding the individual to their individual goals and to insure compliance with program rules and regulations.

Workforce Solutions East Texas has a referral system in place whereby the case managers complete a universal referral form to initiate AEL services and to start tracking the progress of the customer.

East Texas also provides job placement and job development services to assist the participant with adequate and appropriate job referrals for unsubsidized employment or other interventions such as career counseling to build confidence and provide for basic skills to insure they are job ready. WEST relies on its partnership with the Literacy Council to provide GED training and tutoring to the Board's customers. AEL contractors also provide reverse referrals to the Board's Workforce Centers. This reciprocal partnership allows a more holistic approach to serving the literacy deficiencies of the workforce.

The WSETB local Directive 24-08-07 entitled the WIOA Implementation Guide ensures priority is given to recipients of public assistance other low-income individuals and individuals who are basic skills deficient.

All WIOA Contractors of the WSETB follow this Directive as they implement the WIOA programs. WIOA Contractors agree in their respective Contract with the Board to implement all local/Board Directives, including this Directive. Contractors are reviewed/monitored to assure Contractors implement all local Directives, including this specific Directive.

The quote below is from the Board's WIOA Implementation Guide.

Directive 24-08-07 WIOA Implementation Guide

Section 2.03 Service Priority for Individualized Career and Training Services

If an individual is a:

- public assistance recipient;
- other low-income adult; or,
- an individual who are basic skills deficient;

the individual will be eligible to receive Individualized Career Services and Training Services. However, services to individuals must be provided in the following order:

1. Eligible veterans and eligible spouses (as defined in applicable TWC Guidance) who are also recipients of public assistance, low-income, or basic skills deficient.
2. Non-covered persons (individuals who are not veterans or eligible spouses) who are recipients of public assistance, low income, or basic skills deficient in the following order:
 - a. Foster youth and former foster youth (as defined in WD Letter 43-11, Change 2) as required by Texas Family Code §264.121.
 - b. Non-foster youth
3. All other eligible veterans and eligible spouses.
4. Priority populations established by the governor and/or Board in the following order:
 - a. All other foster youth and former foster youth as required by Texas Labor Code §264.121.
 - b. **Local Board Priority Group – For WIOA Adult Dislocated Worker and Youth**

The Workforce Solutions East Texas Board shall give priority to parenting youth, including pregnant youth if the priority for the individuals occurs after the groups described above. (i.e., there is sufficient funding for public assistance recipients, other low-income adults, and individuals who are basic skills deficient.

5. Non-covered individuals outside of the groups are given priority under WIOA.

Low-Income Individuals

An individual who meets any one of the following criteria satisfies the low-income requirement for WIOA Adult services:

- An individual receives, or in the past six months has received, or is a member of a family receiving or in the past six months has received assistance through SNAP, TANF, or the Supplemental Security Income (SSI) program, or state or local income-based public assistance.
- An individual receives an income or is a member of a family receiving an income that, in relation to family size, is not in excess of the current combined US Department of Labor (DOL) 70 percent Lower Living Standard Income Level and US Department of Health and Human Services (HHS) Poverty Guidelines shown on the WIOA Income Guidelines web page at <http://www.twc.state.tx.us/workforce-innovation-opportunity-act-eligibility-income-guidelines>;
- An individual receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (NSLA) (for the WIOA adult program, this only applies to the individual receiving the free or reduced-price lunch).
- An individual is a foster youth, as defined in Texas Family Code §264.101(a-1) and §264.101(d), on behalf of whom state or local government payments are made.
- An individual with a disability whose own income meets:
- WIOA's income requirements, even if the individual's family income does not meet the income requirements; or
- the income eligibility criteria for payments under any federal, state, or local public assistance program.

Basic Skills Deficient

An individual who is unable to compute or solve problems, read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society satisfies the basic skills deficient requirement for WIOA adult services.

Initial assessment of skill levels and determinations of whether the individual is eligible to receive assistance from adult program are Basic Career Services, which are allowable services and allowable costs for any individual who meets basic eligibility criteria (age, authorization to work in the United States, and Selective Service).

Part 7: Fiscal Agent, Grants, and Contracts

A. Fiscal Agent

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

Boards must identify 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).

The East Texas Council of Governments is the entity responsible for disbursement of grant funds as determined by the Chief Elected Officials. The East Texas Council of Governments (ETCOG) is a voluntary association of counties, cities, school districts and special districts within the fourteen-county East Texas region. ETCOG assists local governments in planning for common needs, cooperating for mutual benefit and coordinating sound regional development.

B. Subgrants and Contracts

References: 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 subgrants and contracts for WIOA Title I activities.

It is intended all procurement transactions of the East Texas Workforce Development Area will be conducted in a manner which provides, to the maximum extent possible, for open and free competition. Policies and procedures governing procurement shall ensure all services are obtained in an effective and efficient manner, which is consistent with the Texas Workforce Commission Financial Manual on Grants and Contracts and statutes and applicable program rules, regulations and federal management circulars. While such policies and procedures will be developed to provide for maximum local flexibility, said policies and procedures shall not act to restrict or eliminate competition.

Part 8: Performance

A. Board Performance Targets

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

Boards must include a description of the local levels of performance that were negotiated with TWC and the CEOs, consistent with WIOA §116(c), that will be used to measure the performance of the workforce area and 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 workforce area.

Reemployment and Employer Engagement Measures (REEMS) Measures for Program Year 20203

Claimant Reemployment within 10 Weeks

#Employers receiving Texas Talent Assistance

Program Participation Measures

Choices Full Work Rate – All Family Total
Average # of Children Served per Day – Combined

Workforce Innovation and Opportunity Act Outcome Measures

Employed/Enrolled Quarter 2 Post Exit – C&T Participants
Employed/Enrolled Quarter 2 -Quarter 4 Post Exit – C&T Participants
Median Earnings Quarter 2 Post Exit – C&T Participants
Credential Rate - C&T Participants

Employed Quarter 2 Post Exit – Adult
Employed Quarter 4 Post Exit – Adult
Median Earnings Quarter 2 Post Exit – Adult
Measurable Skills Gain (MSG) - Adult
Credential Rate -Adult

Employed Quarter 2 Post Exit – Dislocated Worker
Employed Quarter 4 Post Exit – Dislocated Worker
Median Earnings Quarter 2 Post Exit – Dislocated Worker
Credential Rate -Dislocated Worker
Measurable Skills Gain (MSG – Dislocated Worker

Employed/Enrolled Quarter 2 Post Exit – Youth
Employed/Enrolled Quarter 4 Post Exit – Youth
Credential Rate - Youth
Measurable Skills Gain (MSG) – Youth

Additional strategies are being implemented to improve performance as summarized below:

To address the concerns that Employers have expressed over the lack of soft skills among applicants and new employees, a Business Service Representative will send a “virtual tour” link to employers showcasing available services once a job posting is entered into WIT. The link includes the resources available to directly impact soft skills deficits, such as: an online curriculum addressing soft skills concerns and access to virtual workshops conducted by workforce professionals addressing multiple topics, including soft skills. Employer customers are also able to share the link with their incumbent employees at no charge to advance their development and growth.

Choices Performance:

Local Choices-Report pulled daily to address issues

HHSC codes are immediately changed for good cause and penalty customers

Penalty and code errors for data integrity are tracked and corrected in WIT.

All TANF applicants who attend workforce orientations are outreached for early engagement

All customers attending employment planning sessions and are not employed, are required to complete background checks and drug testing, are placed in work readiness classes, and are then placed in community service or possible co-enrolled in WIOA, Metrix participation.

Regular performance meetings are held by Area Managers and Program Advisors to discuss performance and individual cases.

Child Care Performance:

The contractor added eight (8) additional positions to increase capacity and mandatory overtime has been implemented to increase enrollments.

Processes have been realigned for maximum efficiency

The childcare portal has been updated to streamline enrollment processes

Performance incentive plans have been tied to specific enrollment goals

Weekly meetings and staff training with corporate and in-house are ongoing

Three (3) month time extension for customers to find providers

Extended re-certification timeline to improve customer opportunity

Priority service is now given to customers that work in the childcare industry and WSET special projects to expedite their applications which is making a positive impact on the daycare worker and the childcare provider

Increased capacity by outreaching current providers and those not participating in CCS

Ongoing efforts continue in the effort to expand new childcare facilities

TRS:

TRS Staff are working to achieve the 100% TRS Certification rate by the September 2024 deadline set by the State. The following outlines the efforts taken by staff to ensure the best outcomes.

New program requirements were mailed to all CCS providers.

Ongoing orientations are being conducted to introduce the requirements and process of being TRS certified. Currently there is a 70% rate of those certified and those in the process.

Part 9: Training and Services

A. Individual Training Accounts

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

Boards must include a description of how the training services outlined in WIOA §134 will be provided through the use of individual training accounts (ITAs), including if the Board will use contracts for training services, 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 provided.

Workforce Innovation and Opportunity Act (WIOA) funds shall be used to assist eligible individuals in attending occupational skills classroom training (OST) offered through training providers that are included on the Texas Workforce Commission (TWC) statewide list of approved providers. Training shall be made available through the issuance of Individual Training Accounts (ITA's) to Adult and Dislocated Worker participants who qualify for training under WIOA.

Workforce Center Services Provider staff will utilize the Statewide Eligible Training Provider List and the accompanying performance information to ensure customers have the tools for selecting a training program.

The ITA is an account established behalf of an eligible participant. by the East Texas Council of Governments, acting as fiscal agent for the Workforce Solutions East Texas Board, upon authorization by the Workforce Center Service Provider. Through ITA's, WIOA Adult and Dislocated Worker funds will be used to make payment for purchasing training from eligible providers selected by the participant in consultation with the Workforce Center Service Provider staff. Training shall only be provided in occupations on the Targeted Occupations List for the Workforce Solutions East Texas Board. Training in an occupation not on the Targeted Occupations list for the East Texas Workforce Development Area but is on the Targeted list for another workforce area, will be allowed only if the participant agrees to relocate to that workforce area.

B. ITA Limitations

References: 20 CFR §663.420; WD Letter 14-19, Change 3

Boards may impose limits on the duration and amount of ITAs, of which such limitations must be described in the Board Plan. If the state or Board chooses to impose limitations, such limitations must not be implemented in a manner that undermines the WIOA requirement that training services are 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.

Individual Training Accounts may not exceed \$14,000 in total unless an exception is granted by the Director of the ETCOG Workforce and Economic Development Division. Individuals Training Accounts cannot be for a duration of no more than two years or 80 semester hours unless approved by the Director of the ETCOG Workforce and Economic Development Division. (This Director is authorized as the Workforce Solutions East Texas Board Executive Director.)

Part 10: Apprenticeship

A. Registered Apprenticeship Programs

Each Board must include a description of how the Board will encourage Registered Apprenticeship programs within its workforce area to register with the Eligible Training Provider System to receive

WIOA funding.

The Workforce Solutions East Texas Board actively pursues Memoranda of Understanding (MOUs) with area registered apprenticeship programs. Along with referral strategies, through these MOUs, Apprenticeship Programs are encouraged to register with the Statewide Eligible Training Provider System. In addition, the Board now has an Apprenticeship Navigator who promotes and assists employers in the process.

B. Apprenticeship Texas

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

The Workforce Solutions East Texas Board will support the Texas Workforce Commission Apprenticeship Texas initiative. As authorized in the Texas Education Code, Chapter 133, TWC offers grants-funds to local public educational institutions to support the costs of related classroom instruction in registered apprenticeship training programs. Local education agencies act as fiscal agents for registered apprenticeship training programs. Workforce Solutions East Texas will refer Registered Apprenticeship Programs and potential Apprenticeship programs to TWC for funding.

The Workforce Centers Services Provider actively works with area partners in the development of pre apprenticeship programs. Whenever possible, efforts will be supported for the pre apprenticeship programs to obtain Registered Apprenticeship program status and to participate in Apprenticeship Texas.

Part 11: Public Comment

References: WIOA §108(d); 20 CFR §679.550(b) and §679.560(b) and (e) Boards

must provide a description of the public comment process, including:

- making copies of the proposed local plan available to the public through electronic and other means, such as public hearings and local news media;
- an opportunity for comment by members of the public, including representatives of business, labor organizations, and education;

providing 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.

A draft of the Strategic Plan was posted on the Workforce Solutions East Texas website beginning February 24, 2025 with the public comment period lasting through the Close of Business on March 12, 2025. The availability of the plan for public comment was advertised in the Longview News Journal and the Tyler Morning Telegraph newspapers. No public comments were received.

The basic policy decisions for the plan were considered by the Workforce Solutions East Texas Board

in a public meeting.

Appendix:

**Texas Workforce Investment Council Requirements Local Board Plan
Requirements**

for alignment to the

Texas Workforce System Strategic Plan

Requirement for Workforce Systemwide Alignment

State law requires local workforce development boards (local board) to adopt a plan that “sets broad goals and objectives for all workforce development programs in the local area consistent with statewide goals, objectives, and performance standards,”¹ as outlined in the workforce system strategic plan, [*Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024-2031*](#).

The Texas Workforce Investment Council (Council) reviews each board plan to ensure that local goals and objectives are consistent with the workforce system strategic plan. Under state law and the Workforce Innovation and Opportunity Act, the Council is charged with recommending the local board plans to the Governor for consideration and approval.

Demonstrating Local Alignment with Texas’ Workforce System Strategic Plan

The local board planning process highlights the importance and interdependence of the constituents and partners of the Texas workforce system. Local boards oversee the delivery of workforce programs and services and are essential in both the development and implementation of system goals and objectives in the system strategic plan. The planning requirements help local boards inform the Council of innovative practices and articulate how local plans translate the workforce system strategic plan into local action that moves the system forward.

Local board responses apprise the Council—and, with the Council’s recommendation, the Governor—of system alignment, including program implementation, strategic initiatives, and innovative practices. All 28 boards will be represented in the briefing for the approval of the local plans and subsequent Council recommendation to the Governor for consideration for approval in the spring of 2025. Board responses may be included in the Council briefing materials verbatim.

Board responses cover the three strategic opportunities and four system goals in *Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024-2031* that focus system partners on the Council’s mission to produce an agile and resilient workforce. Building on a foundation of continuous innovation and increased collaboration, the system plan calls for accelerated engagement around three strategic opportunities: engagement of employers, improving outcomes for Texans with barriers, and use of data to support investment decisions. Each of these envisions a desirable future state for Texas and lays out essential actions to be implemented that support system goals and stronger outcomes across the Texas workforce system.

The system goals drive accelerated action by system partners in service to Texas employers, learners, partners, and those with policy and planning responsibilities, as follows:

- Employers System Goal: Accelerate the delivery of relevant education and training programs to meet the demand of employers.
- Learners System Goal: Accelerate the expansion of and access to work-based skill and knowledge acquisition to respond to the needs of learners.
- Partners System Goal: Accelerate the development and use of models to support and build system partners' capacity, responsiveness, continuous improvement, and decision-making.
- Policy and Planning Goal: Accelerate the availability of relevant workforce, education, and other data sets and the use of applied analytics to evaluate program outcomes to respond to the needs of policy makers and planners.

(Texas Government Code Sec. 2308.304, Local Plan.).

Directions for Demonstrating Alignment with the Texas Workforce System Strategic Plan

Local board plan responses must demonstrate alignment with the workforce system plan and, therefore, require both summary information and citations to the strategies and initiatives that advance progress towards the workforce system goals in [*Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024-2031*](#). Please refer to the workforce system plan for definitions of specific terms.

1. Provide a summary describing how the processes, activities, or initiatives in the local board plan align with the specific system goal and objective and each strategic opportunity. Response guidelines are provided.
2. Accurately cite the referenced information in the local board plan by providing the corresponding page number(s) in the plan.

System Goals and Objectives

1. Employers Goal – Delivery of Relevant Education and Training Programs

Describe local board activities, initiatives, or processes that accelerate the delivery of relevant education and training programs to meet employers' needs, specifically by increasing:

- upskilling and reskilling programs that address employers' needs for middle skill workers,
- adult learners transitioning to employment through integrated education and training programs, and
- attainment of short-term credentials in programs aligned with high-demand occupations.

Response should address the following:

- the institution and/or expansion of upskilling and reskilling programs to meet employers' needs for middle-skill workers,

- the identification and delivery of programs, including with adult education and literacy providers, that support attainment of short-term credentials, industry-based certifications, and licenses,
- populations that require supportive services to improve program completion, certification or attainment of short-term credentials, and employment, and data used to track reskilling and upskilling program enrollments and outcomes, including program completions, attainment of short-term credentials and industry-based certifications or licenses, and employment directly related to the credential, license, or certification.

Describe local board activities, initiatives, or processes that accelerate the delivery of relevant education and training programs to meet employers' needs, specifically by increasing:

- upskilling and reskilling programs that address employers' needs for middle skill workers,
- adult learners transitioning to employment through integrated education and training programs, and
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- the institution and/or expansion of upskilling and reskilling programs to meet employers' needs for middle-skill workers,
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- data used to track reskilling and upskilling program enrollments and outcomes, including program completions, attainment of short-term credentials and industry-based certifications or licenses, and employment directly related to the credential, license, or certification.

Workforce Innovation and Opportunity Act (WIOA) On-the-Job Training and Work Experience and other activities

These are described below and offer upskilling and reskilling which meets employers needs for middle skills workers. Short-term credentials and industry-based certifications are possible. Data is tracked through TWC.

WIOA Youth Activities (Page 34 Board Strategic Plan)

Paid and unpaid work experiences offered through the Workforce Centers Services Provider that have academic and occupational education as a component of the work experience Workforce Work experience can include the following types of work experiences:

- Summer employment opportunities and other employment opportunities available throughout the school year;
- Pre-apprenticeship programs;
- Internships and job shadowing;
- On-the-Job Training (OJT) opportunities.

WIOA Training Services - Adult and Dislocated Worker (Page 42 of Board Strategic Plan)

Training services are provided to equip individuals to enter the workforce and retain employment. Examples of training services include:

- occupational skills training, including training for nontraditional employment;
- on-the-job training (OJT), including registered apprenticeship;
- incumbent worker training in accordance with WIOA §134(d)(4);
- workplace training and cooperative education programs;
- private sector training programs;
- skills upgrading and retraining;
- entrepreneurial training;
- transitional jobs in accordance with WIOA §134(d)(5);
- job readiness training provided in combination with other training described above;
- adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, in combination with training.

WIOA Youth Stand Alone Project East Texas Literacy Council (Page 4 Board Strategic Plan)

WIOA Title 1 Adult, Dislocated Worker and Youth Programs are implemented by the Workforce Centers Services Provider – Dynamic Workforce Solutions, LLC - TX. In addition, a small portion of WIOA Youth funding is used for “Stand Alone” Youth projects which operate independently of the Workforce Centers, although services are coordinated. The Stand-Alone Projects are intended to offer alternative service venues for area youth and currently include a project operated by East Texas Literacy Council which combines GED training with Certified Nurse Aide training.

Coordination with Adult Education and Literacy (Page 38 of the Board Strategic Plan)

Workforce Solutions East Texas has ongoing collaborative efforts with PAVE East Texas and its partner Adult Education and Literacy Providers. The following priorities for enhanced coordination have been identified:

- Support of career pathway funding opportunities.
- Regular visits by Workforce Solutions East staff to the AEL sites to recruit participants along with visits by AEL staff to the Workforce Centers to recruit for AEL.
- Creation of better coordination with TABE testing, sharing results and following TABE time limits between tests.
- Promotion of continuity in staff Workforce Centers and AEL relationships.
- Continued improvement in communication between AEL providers and Workforce Solutions East Texas.

Through this collaboration, opportunities are created for upskilling and reskilling and short-term

credentials and industry-based certifications. Data is tracked through TWC.

High Demand Job Training Program (Page 20 of the Board Strategic Plan)

Each year, the Workforce Solutions East Texas Board solicits applications for the High Demand Job Training (HDJT) Program. In partnering with Economic Development Corporations, school districts and colleges, new and expanded projects have been supported through the purchase of equipment, supplies, and minor renovations with HDJT dollars. These projects offer opportunities for upskilling and reskilling. An example is the High Demand Job Training Grant for the Longview, Kilgore, Marshall, White Oak, Gladewater Economic Development Corporations and Kilgore College. Up to seventy participants will be certified in the Millwrights occupation. This will be accomplished through the purchase of state-of-the-art equipment for the Automation Training Lab at Kilgore College, which will allow for hands-on training and certification in manufacturing assessment and related skills. Data for High Demand Job Training grants is tracked through TWC.

Data is tracked through TWC.

Incumbent Worker Training – (Page 19 of the Board Strategic Plan)

Incumbent Worker Training (IWT) is designed to provide funding assistance to qualifying employers to provide skills training to full-time, permanent employees. This training is necessary for employers to retain a skilled workforce, improve the skills of employees, increase the competitiveness of the employee and the employer or retain or avert layoffs of the incumbent workers trained. Workforce Solutions East Texas Board has recruited a dedicated staff member to help recruit employers across East Texas and encourage this as an alternative to layoffs. Incumbent Work Training in East Texas was launched in Fall 2024 with a project for Bass Engineering of Longview offering upskilling and certification opportunities for their employees. Data is tracked through TWC. The East Texas Incumbent Worker Training Initiative promises to be an important avenue for delivery of relevant education and training for employers.

2. Learners Goal – Expansion of Work-Based Learning and Apprenticeship

Describe local board activities, initiatives, or processes that are expanding work-based experiences, including apprenticeship, to accelerate skills and knowledge acquisition that improves system outcomes for learners.

Response should address the following:

- work-based learning opportunities with system stakeholders as a pre-employment strategy for youth and adults, including those requiring supportive services and resources,
- the expansion of the employer network participating in and sponsoring work-based learning opportunities, including registered and industry-recognized apprenticeship programs, and
- partnerships that address regular engagement with employers and system stakeholders, including collaboration with a Regional Convener for the Tri-Agency Texas Regional Pathways Network

and input on the quality of existing apprenticeship programs and development of new programs.

Describe local board activities, initiatives, or processes that are expanding work-based experiences, including apprenticeship, to accelerate skills and knowledge acquisition that improves system outcomes for learners.

Response should address the following:

- work-based learning opportunities with system stakeholders as a pre-employment strategy for youth and adults, including those requiring supportive services and resources,
- the expansion of the employer network participating in and sponsoring work-based learning opportunities, including registered and industry-recognized apprenticeship programs, and
- partnerships that address regular engagement with employers and system stakeholders, including collaboration with a Regional Convener for the Tri-Agency Texas Regional Pathways Network and input on the quality of existing apprenticeship programs and development of new programs.

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These are described below and offer work-based learning opportunities.

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- on-the-job training (OJT), including registered apprenticeship;
- incumbent worker training in accordance with WIOA §134(d)(4);
- workplace training and cooperative education programs;
- private sector training programs;
- skills upgrading and retraining;
- transitional jobs in accordance with WIOA §134(d)(5);

- job readiness training provided in combination with other training described above;
- adult education and literacy activities, including activities of English language acquisition and integrated education and training programs, in combination with training.

Summer Earn and Learn (Page 7 of the Board Strategic Plan)

Texas Workforce Commission Vocational Rehabilitation Services and the Workforce Centers Services Provider work collaboratively on the Summer Earn and Learn initiative, which offers work experience and work-based learning opportunities for youth with disabilities.

Texas Regional Pathways Network (TRPN) Regional Convener Grant (Page 21 of the Board Strategic Plan)

The Tyler Business and Education Council is applying for continuation of the Texas Regional Pathways Network (TRPN) Regional Convener Grant. This initiative addresses the challenge in helping students achieve college and career readiness, earn postsecondary degrees and credentials, and enter careers aligned with current and future workforce needs. The Business and Education Council engages cross-sector stakeholders in developing high-quality career and education pathways. These pathways provide opportunities for students to acquire dual credit, earn industry-based certifications, post-secondary credentials, complete work-based learning opportunities aligned to targeted industries, and receive effective advising support to successfully navigate pathways. The Regional Convener Grant assists workforce development areas with providing high quality career and education pathways that are aligned to targeted industries Health Care, Manufacturing, Education, and Local Government. The Workforce Solutions East Texas Board has completed a Letter of Assurance confirming active participation in the initiative.

3. Partners Goal – Alignment to Support Career Pathways

Describe local board activities, initiatives, or processes to build the board’s capacity, responsiveness, continuous improvement, and decision-making to:

- support the identification of credentials of value, and
- streamline and clarify existing career pathways and models to increase alignment between secondary and postsecondary technical programs.

Response should address the following:

- system stakeholders’ input to assess the alignment and articulation of secondary and postsecondary technical programs supporting career pathways; and
- collaboration with secondary and postsecondary institutions to engage employers to identify credentials of value that respond to local labor market needs, including postsecondary technical sub-baccalaureate credit and non-credit credentials, industry-based certifications, apprenticeship certificates, and licenses; and
- processes to continuously improve career pathways.

Describe local board activities, initiatives, or processes to build the board's capacity, responsiveness, continuous improvement, and decision-making to:

- support the identification of credentials of value, and
- streamline and clarify existing career pathways and models to increase alignment between secondary and postsecondary technical programs.

Response should address the following:

- system stakeholders' input to assess the alignment and articulation of secondary and postsecondary technical programs supporting career pathways; and
- collaboration with secondary and postsecondary institutions to engage employers to identify credentials of value that respond to local labor market needs, including postsecondary technical sub-baccalaureate credit and non-credit credentials, industry-based certifications, apprenticeship certificates, and licenses; and
- processes to continuously improve career pathways.

High Demand Job Training Program (Page 20 of the Board Strategic Plan)

Each year, the Workforce Solutions East Texas Board solicits applications for the High Demand Job Training (HDJT) Program. In partnering with Economic Development Corporations, school districts and colleges, new and expanded projects have been supported through the purchase of equipment, supplies, and minor renovations with HDJT dollars. Numerous projects have been implemented encompassing partnerships between Gladewater, Henderson, Kilgore, Jacksonville, Longview, Marshall, Palestine, Tatum and White Oak Economic Development Corporations and Kilgore College, Texas State Technical College, Trinity Valley Community College, Wiley College, East Texas Baptist University, Henderson, Marshall and Tatum Independent School Districts. The various projects and partnerships have created numerous opportunities to assess the alignment and articulation of secondary and postsecondary technical programs supporting career pathways and to promote collaboration.

Texas Regional Pathways Network (TRPN) Regional Convener Grant (Page 21 of the Board Strategic Plan)

The Tyler Business and Education Council is applying for continuation of the Texas Regional Pathways Network (TRPN) Regional Convener Grant. The Business and Education Council engages cross-sector stakeholders secondary and postsecondary institutions to engage employers in developing high-quality career and education pathways, which provide pathways opportunities for students to acquire dual credit, earn industry-based certifications and post-secondary credentials. complete work-based learning opportunities aligned to targeted industries and receive effective The Workforce Solutions East Texas Board has completed a Letter of Assurance confirming active participation in the initiative.

4. Policy and Planning Goal – Relevant Data Sets

Describe local board activities, initiatives, or processes that support the availability and coordination of relevant workforce, education, and employment data to evaluate program outcomes to respond to the needs of policy makers and planners to:

- expand high-quality childcare availability,
- identify and quantify quality outcomes, including industry-based certification data, and
- enhance wage records.

Response should address the following:

- engagement with childcare providers and employers to establish on-site or near-site, high quality childcare facilities and expand Texas Rising Star certifications,
- collaboration with employers to identify enhanced employment and earnings data to gain deeper insight into program outcomes, and
- how the board and its system partners identify, evaluate, and implement ways to streamline and improve timeliness and completeness of data matching and sharing, specifically with industry-based certification attainment, to evaluate program effectiveness and outcomes.

Texas Rising Star (TRS) (Page 50 of the Board Strategic Plan)

The Board's commitment to child-care businesses concentrates on the six common practices below to increase child-care business success in a manner supporting the workforce and businesses in East Texas.

Creating exceptional customer service

By providing quality and intense mentoring, child-care programs earn TRS certifications indicating they exceed minimum licensing standards. TRS child-care programs are known in the community for providing above average education and care to children; therefore, exceptional customer service equates to more children in their centers which in turn creates a solid business.

Promoting the quality of the business

The quality of the TRS Program is showcased by awarding awards banners indicating the star level TRS Programs earn. Parents are educated, explaining what a TRS Program brings to the table and provided lists of which Child Care Service (CCS) Programs are TRS.

Being creative

Interaction and inspiration are the basis of child development and early childhood education. The Board provides Child Care Development Associate (CDA) credential training to entry-level teachers, building continuous possibilities and sharing "best practices" of early childhood education beyond our immediate region.

Staying focused

Small businesses who maintain situational awareness position themselves to be successful. To help our Programs remain focused on child-care quality, Board staff build on the strong working foundations established with child-care businesses as they seek to improve their quality.

Providing a great service

Great service in the child-care world is accomplished through TRS certification, trained and resourceful staff, exceptional service, and a stable quality enhanced business, all of which are the Board's goal for a child-care business.

Attracting and maintaining employees

East Texas TRS Provider staff who received Board-sponsored CDA training continue with the employing Provider at a higher rate than staff who did not receive CDA training. Board provided CDA training and retention stipends benefit child-care business in this manner.

Child Care Industry Support Initiative (Page 37 of the Board Strategic Plan)

The Workforce Solutions East Texas Board contracts with Smith County Champions for Children for Child Care Industry Support Initiative activities.

The two Business Operations Specialists for the initiative have offices provided at Workforce Solutions of East Texas (WSET) facilities, but they are direct employees of, and accountable to, Smith County Champions for Children.

Outcomes include, but are not limited to:

- The development of new contracted Child Care providers,
- An increase in employer sponsored Child Care centers, as well as,
- Increased capacity for infants (0-17 months) and,
- Contracted centers within Child Care desert areas. (An area where the number of children younger than six years of age who have working parents is at least three times greater than the capacity of licensed child care providers in that area.
- Connecting centers with TWC's Child Care provider expansion entity/entities.

Attainment of Texas Workforce Commission performance accountability measures (Page 5 of the Board Strategic Plan)

Performance measures are listed below:

Claimant Reemployment within 10 Weeks

Employers Receiving Texas Talent Assistance

Program Participation Measures

- Choices Full Work Rate – All Family Total
- Average # of Children Served per Day – Combined

Workforce Innovation and Opportunity Act Outcome Measures

- Employed/Enrolled Quarter 2 Post Exit – C&T Participants
- Employed/Enrolled Quarter 2 -Quarter 4 Post Exit – C&T Participants
- Median Earnings Quarter 2 Post Exit – C&T Participants
- Credential Rate - C&T Participants
- Employed Quarter 2 Post Exit – Adult
- Employed Quarter 4 Post Exit – Adult
- Median Earnings Quarter 2 Post Exit – Adult
- Credential Rate - Adult
- Measurable Skills Gain - Adult
- Employed Quarter 2 Post Exit – Dislocated Worker
- Employed Quarter 4 Post Exit – Dislocated Worker
- Median Earnings Quarter 2 Post Exit – Dislocated Worker
- Measurable Skills Gain – Dislocated Worker
- Credential Rate -Dislocated Worker
- Employed/Enrolled Quarter 2 Post Exit – Youth
- Employed/Enrolled Quarter 4 Post Exit – Youth
- Credential Rate - Youth
- Measurable Skills Gain – Youth

As they manage and promote performance measure attainment, Board and Workforce Center staff work collaboratively to identify enhanced employment and earnings data to gain deeper insight into program outcomes and improve timeliness and completeness of data matching and sharing, to evaluate program effectiveness and outcomes.

Strategic Opportunities

Accelerating Alignment: Texas Workforce System Strategic Plan for Fiscal Years 2024-2031 envisions a collaborative workforce system capable of accelerating the delivery of workforce programs, services, and initiatives to meet the needs of a thriving economy. The strategic opportunities focus system partners on three critical success factors that will lead to broad achievement of the system plan goals and objectives. Review each strategic opportunity and provide the information requested.

Strategic Opportunity 1 – Employer Engagement

Describe how the local board coordinates with its stakeholders to gain insight into the needs of employers and minimize “asks” that burden employers.

Response should address the following:

- coordination efforts that gain more insight from employers, including participation in

- the Tri- Agency Texas Regional Pathways Network, if applicable, and
- reducing the number of regional system partners individually making requests of employers.

Describe local board activities, initiatives, or processes that support the availability and coordination of relevant workforce, education, and employment data to evaluate program outcomes to respond to the needs of policy makers and planners to:

- expand high-quality childcare availability,
- identify and quantify quality outcomes, including industry-based certification data, and
- enhance wage records.

Response should address the following:

- engagement with childcare providers and employers to establish on-site or near-site, high quality childcare facilities and expand Texas Rising Star certifications,
- collaboration with employers to identify enhanced employment and earnings data to gain deeper insight into program outcomes, and
- how the board and its system partners identify, evaluate, and implement ways to streamline and improve timeliness and completeness of data matching and sharing, specifically with industry- based certification attainment, to evaluate program effectiveness and outcomes.

Coordination Efforts

The Workforce Solutions East Texas Board coordinates efforts to gain more insight from employers by participating in the Tri- Agency Texas Regional Pathways Network through a partnership with the Tyler Business Education Council (Page 21 of the Board Plan) for Regional Convener Grant. The Business and Education Council engages cross-sector stakeholders (especially employers) in developing high-quality career and education pathways.

Reducing individual requests of employers

As stated in the summary in the Workforce Analysis (page 21 of the Board Plan) – “In the long term, along with benefits for the employers and job seekers served, perhaps the greatest contribution Workforce Boards can make will be in the realm of leadership in promoting, coordinating, expanding, and replicating community and regional solutions. The Workforce Solutions East Texas Board is well positioned for this role, addressing the critical factors of capacity, barriers to employment and strengths and weaknesses in the workforce system.” In their role as convenor, the Board can make the various initiatives throughout the region more understandable and streamline the requests made upon employers.

Engagement with childcare providers and employers

Texas Rising Star (TRS) (Page 50 of the Board Strategic Plan) (Also addresses Policy and 4. Planning Goal – Relevant Data Sets on Pages 59 and 60)

The Board's commitment to child-care businesses concentrates on the six common practices below to increase child-care business success in a manner supporting the workforce and businesses in East Texas.

Creating exceptional customer service

By providing quality and intense mentoring, child-care programs earn TRS certifications indicating they exceed minimum licensing standards. TRS child-care programs are known in the community for providing above average education and care to children; therefore, exceptional customer service equates to more children in their centers which in turn creates a solid business.

Promoting the quality of the business

The quality of the TRS Program is showcased by awarding awards banners indicating the star level TRS Programs earn. Parents are educated, explaining what a TRS Program brings to the table and provided lists of which Child Care Service (CCS) Programs are TRS.

Being creative

Interaction and inspiration are the basis of child development and early childhood education. The Board provides Child Care Development Associate (CDA) credential training to entry-level teachers, building continuous possibilities and sharing "best practices" of early childhood education beyond our immediate region.

Staying focused

Small businesses who maintain situational awareness position themselves to be successful. To help our Programs remain focused on child-care quality, Board staff build on the strong working foundations established with child-care businesses as they seek to improve their quality.

Providing a great service

Great service in the child-care world is accomplished through TRS certification, trained and resourceful staff, exceptional service, and a stable quality enhanced business, all of which are the Board's goal for a child-care business.

Attracting and maintaining employees

East Texas TRS Provider staff who received Board-sponsored CDA training continue with the employing Provider at a higher rate than staff who did not receive CDA training. Board provided CDA training and retention stipends benefit child-care business in this manner.

Child Care Industry Support Initiative (Page 37 of the Board Strategic Plan)

The Workforce Solutions East Texas Board contracts with Smith County Champions for Children for Child Care Industry Support Initiative activities.

The two Business Operations Specialists for the initiative have offices provided at Workforce Solutions of East Texas (WSET) facilities, but they are direct employees of, and accountable to, Smith County Champions for Children.

Outcomes include, but are not limited to:

- The development of new contracted Child Care providers,
- An increase in employer sponsored Child Care centers, as well as,
- Increased capacity for infants (0-17 months) and,
- Contracted centers within Child Care desert areas. (An area where the number of children younger than six years of age who have working parents is at least three times greater than the capacity of licensed child care providers in that area
- Connecting centers with TWC's Child Care provider expansion entity/entities.

Collaboration with employers to identify enhanced employment and earnings data

&

Improve timeliness and completeness of data matching and sharing

As noted in the description of “Attainment of Texas Workforce Commission performance accountability measures (page 5 of the Board Strategic Plan) – “As they manage and promote performance measure attainment, Board and Workforce Center staff work collaboratively to identify enhanced employment and earnings data to gain deeper insight into program outcomes and improve timeliness and completeness of data matching and sharing, to evaluate program effectiveness and outcomes.”

Strategic Opportunity 2 – Improving Outcomes for Texans with Barriers to Employment

Describe how the local board engages Texans with diverse needs — including those with disabilities, foster youth, sex-trafficking victims, incarcerated juveniles and adults, and opportunity youth — by designing programs that address their needs, maximize outcomes, and improve career opportunities.

Response should address the following:

- models, initiatives, programs, or processes that effectively engage these populations; and
- promising practices in supportive services models and outcomes that consistently

demonstrate success.

Student Hireability Navigator (Page 25 of the Board Strategic Plan)

Funded through the Texas Workforce Commission, the Workforce Solutions East Texas Board and the East Texas Council of Governments employs a Student Hireability Navigator who serves as a resource to support, expand, and enhance pre-employment transition services that are provided by Vocational Rehabilitation Services, Workforce Solutions of East Texas Centers, as well as other partners and programs in the workforce development area.

Summer Earn and Learn (Page 7 of the Board Strategic Plan)

Texas Workforce Commission Vocational Rehabilitation Services and the Workforce Centers Services Provider work collaboratively on the Summer Earn and Learn initiative, which offers work experience and work-based learning opportunities for youth with disabilities.

Strategic Opportunity 3 – Use of Data to Support Investment Decisions

Describe how the local board uses data and evidence to identify and target strategic investments to improve system performance.

Response should address the following:

- evidence-based practices and data to strategically implement and fund initiatives; and
- programs that have successfully demonstrated previous program participant credential attainment and employment.

High Demand Job Training Program (Page 20 of the Board Strategic Plan)

Each year, the Workforce Solutions East Texas Board solicits applications for the High Demand Job Training (HDJT) Program. In partnering with Economic Development Corporations, school districts and colleges, new and expanded projects have been supported through the purchase of equipment, supplies, and minor renovations with HDJT dollars. Numerous projects have been implemented encompassing partnerships between Gladewater, Henderson, Kilgore, Jacksonville, Longview, Marshall, Palestine, Tatum, White Oak, Economic Development Corporations Kilgore, College, Texas State Technical College, Trinity Valley Community College, Wiley College, East Texas Baptist University, Henderson, Marshall and Tatum Independent School Districts.

High Demand Job Training Program Grants are awarded to local Workforce Development Boards by the Texas Workforce Commission through a competitive application process. The Workforce Solutions East Texas Board identifies partners for application to TWC through a regional Request for Applications (RFA) process. The Regional RFA is modeled after the TWC application process emphasizing evidence-based practices and data to determine funding investments.

Attainment of Texas Workforce Commission performance accountability measures (Page 5 of the Board Strategic Plan)

Performance measures are listed below:

Claimant Reemployment within 10 Weeks

Employers Receiving Texas Talent Assistance

Program Participation Measures

- Choices Full Work Rate – All Family Total
- Average # of Children Served per Day – Combined

Workforce Innovation and Opportunity Act Outcome Measures

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- Median Earnings Quarter 2 Post Exit – C&T Participants
- Credential Rate - C&T Participants
- Employed Quarter 2 Post Exit – Adult
- Employed Quarter 4 Post Exit – Adult
- Median Earnings Quarter 2 Post Exit – Adult
- Credential Rate - Adult
- Measurable Skills Gain - Adult
- Employed Quarter 2 Post Exit – Dislocated Worker
- Employed Quarter 4 Post Exit – Dislocated Worker
- Median Earnings Quarter 2 Post Exit – Dislocated Worker
- Measurable Skills Gain – Dislocated Worker
- Credential Rate -Dislocated Worker
- Employed/Enrolled Quarter 2 Post Exit – Youth
- Employed/Enrolled Quarter 4 Post Exit – Youth
- Credential Rate - Youth
- Measurable Skills Gain – Youth

As they manage and promote performance measure attainment, Board and Workforce Center staff work collaboratively to identify programs that have successfully demonstrated previous program participant credential attainment and employment.

WIOA Target Occupations List

| | | | |
|-------------|------------|----------------------------|-----------|
| Board Name: | East Texas | Date Submitted or Updated: | 3/20/2025 |
|-------------|------------|----------------------------|-----------|

Use this template to identify the Board’s target occupations, which are occupations that: 1) are in demand, 2) have a dedicated training component, and 3) provide wages that meet a Board’s self-sufficiency requirements.

* If other data sources are used outside of TWC, Boards must update the table title dates to reflect the time frame for which they have gathered data.

| Standard Occupational Classification (SOC) Code (6-digit) | Target Occupation Job Title | * Annual Average Employment 2022 | * Annual Average Employment 2032 | * Number Change 2022-2032 | * Percent Growth 2022-2032 | Annual Change in Employment (Growth) | Starting Salary per Hour (Entry Wage) | Top Salary per Hour (Experienced Wage) | Typical Education Needed for Entry into Occupation | Are there Eligible Training Providers (ETPs) offering training for this occupation? | How many individuals will ETPs train and/or certify to fill current openings? | Additional Rationale, Local Wisdom, and Comments | Is this a Career Pathway Occupation? (yes or no) | Labor Market Information Data Source(s) |
|---|--|----------------------------------|----------------------------------|---------------------------|----------------------------|--------------------------------------|---------------------------------------|--|--|---|---|--|--|---|
| 11-1021 | General and Operations Managers | 10,269 | 11,484 | 1,215 | 1.12 | 121.5 | 20 | 63 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 11-3021 | Computer and Information Systems Managers | 486 | 585 | 99 | 1.87 | 9.9 | 42 | 83 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 11-3071 | Transportation, Storage, and Distribution Managers | 394 | 461 | 67 | 1.58 | 6.7 | 29 | 57 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 11-9021 | Construction Managers | 967 | 1,101 | 134 | 1.31 | 13.4 | 30 | 54 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 11-9111 | Medical and Health Services Managers | 1,296 | 1,724 | 428 | 2.89 | 42.8 | 30 | 63 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 13-1071 | Human Resource Specialist | 1,522 | 1,674 | 152 | 0.96 | 15.2 | 19 | 34 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 13-1081 | Logisticians | 302 | 364 | 62 | 1.88 | 6.2 | 20 | 36 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 13-1190 (2024-2034) | Miscellaneous Business Operations Specialists | 1,422 | 1,417 | -5 | 0.01 | -0.5 | 20 | 45 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ |
| 13-2011 | Accountants and Auditors | 2,074 | 2,244 | 170 | 0.79 | 17 | 24 | 46 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 13-2051 | Financial and Investment Analysts | 231 | 230 | -1 | -0.04 | -0.1 | 28 | 51 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 13-2072 | Loan Officers | 577 | 613 | 36 | 0.61 | 3.6 | 18 | 46 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1211 | Computer Systems Analysts | 307 | 357 | 50 | 1.52 | 5 | 26 | 49 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1212 | Information Security Analysts | 235 | 310 | 75 | 2.81 | 7.5 | 30 | 57 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1232 | Computer User Support Specialists | 1,010 | 1,113 | 103 | 0.98 | 10.3 | 16 | 29 | Some college, no degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1242 | Database Administrators | 79 | 84 | 5 | 0.62 | 0.5 | 18 | 45 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1244 | Network and Computer Systems Administrators | 547 | 574 | 27 | 0.48 | 2.7 | 28 | 46 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1252 | Software Developers | 627 | 824 | 197 | 2.77 | 19.7 | 35 | 65 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1253 | Software Quality Assurance Analysts and Testers | 87 | 105 | 18 | 1.90 | 1.8 | 24 | 58 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1254 | Web Developers | 81 | 94 | 13 | 1.50 | 1.3 | 25 | 44 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 15-1299 | Computer Occupations, All Other | 364 | 419 | 55 | 1.42 | 5.5 | 23 | 56 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 17-3019 | Drafters, All Other | 102 | 97 | -5 | -0.50 | -0.5 | 17 | 27 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 17-3022 | Civil Engineering Technologists and Technicians | 397 | 405 | 8 | 0.20 | 0.8 | 22 | 34 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | 112 | 119 | 7 | 0.61 | 0.7 | 23 | 40 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 17-3026 | Industrial Engineering Technologists and Technicians | 50 | 53 | 3 | 0.58 | 0.3 | 19 | 28 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 17-3031 | Surveying and Mapping Technicians | 369 | 404 | 35 | 0.91 | 3.5 | 15 | 25 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 19-4031 | Chemical Technicians | 91 | 90 | -1 | -0.11 | -0.1 | 19 | 34 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 19-4042 | Environmental Science and Protection Technicians, Including Health | 79 | 85 | 6 | 0.73 | 0.6 | 18 | 23 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 19-5011 | Occupational Health and Safety Specialists | 421 | 503 | 82 | 1.80 | 8.2 | 23 | 41 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 21-1012 | Educational, Guidance, and Career Counselors and Advisors | 738 | 807 | 69 | 0.90 | 6.9 | 21 | 35 | Master's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 23-2011 | Paralegals and Legal Assistants | 573 | 634 | 61 | 1.02 | 6.1 | 16 | 32 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 25-1071 | Health Specialties Teachers, Postsecondary | 508 | 597 | 89 | 1.63 | 8.9 | 32 | 84 | Doctoral or professional degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-1199 | Postsecondary Teachers, All Other | 191 | 193 | 2 | 0.10 | 0.2 | 23 | 49 | Doctoral or professional degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-2021 | Elementary School Teachers, Except Special Education | 4,146 | 4,570 | 424 | 0.98 | 42.4 | 23 | 31 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-2022 | Middle School Teachers, Except Special and Career/Technical Education | 2,149 | 2,369 | 220 | 0.98 | 22 | 24 | 32 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education | 3,301 | 3,651 | 350 | 1.01 | 35 | 24 | 34 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-2032 | Career/Technical Education Teachers, Secondary School | 394 | 431 | 37 | 0.90 | 3.7 | 24 | 33 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-2057 | Special Education Teachers, Middle School | 149 | 164 | 15 | 0.96 | 1.5 | 23 | 31 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 25-3011 | Adult Basic Ed, Adult Secondary Ed, & ESL Instructors | 106 | 92 | -14 | -1.41 | -1.4 | 17 | 25 | Bachelor's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ Wages/TWC LMI |
| 29-1126 | Respiratory Therapists | 422 | 482 | 60 | 1.34 | 6 | 29 | 39 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-1141 | Registered Nurses | 7,530 | 8,066 | 536 | 0.69 | 53.6 | 30 | 43 | Bachelor's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-1151 | Nurse Anesthetists | 172 | 203 | 31 | 1.67 | 3.1 | 79 | 107 | Master's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-1171 | Nurse Practitioners | 708 | 1,079 | 371 | 4.30 | 37.1 | 46 | 67 | Master's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-1292 | Dental Hygienists | 369 | 412 | 43 | 1.11 | 4.3 | 36 | 41 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2010 | Clinical Laboratory Technologists and Technicians | 530 | 586 | 56 | 1.01 | 5.6 | 17 | 30 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2031 | Cardiovascular Technologists and Technicians | 136 | 146 | 10 | 0.71 | 1 | 15 | 33 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2034 | Radiologic Technologists and Technicians | 730 | 819 | 89 | 1.16 | 8.9 | 25 | 36 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2042 | Emergency Medical Technicians | 458 | 602 | 144 | 2.77 | 14.4 | 13 | 19 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2043 | Paramedics | 251 | 338 | 87 | 3.02 | 8.7 | 19 | 27 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2052 | Pharmacy Technicians | 900 | 1,011 | 111 | 1.17 | 11.1 | 16 | 21 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |

WIOA Target Occupations List

| | | | |
|-------------|------------|----------------------------|-----------|
| Board Name: | East Texas | Date Submitted or Updated: | 3/20/2025 |
|-------------|------------|----------------------------|-----------|

Use this template to identify the Board’s target occupations, which are occupations that: 1) are in demand, 2) have a dedicated training component, and 3) provide wages that meet a Board’s self-sufficiency requirements.

* If other data sources are used outside of TWC, Boards must update the table title dates to reflect the time frame for which they have gathered data.

| Standard Occupational Classification (SOC) Code (6-digit) | Target Occupation Job Title | * Annual Average Employment 2022 | * Annual Average Employment 2032 | * Number Change 2022-2032 | * Percent Growth 2022-2032 | Annual Change in Employment (Growth) | Starting Salary per Hour (Entry Wage) | Top Salary per Hour (Experienced Wage) | Typical Education Needed for Entry into Occupation | Are there Eligible Training Providers (ETPs) offering training for this occupation? | How many individuals will ETPs train and/or certify to fill current openings? | Additional Rationale, Local Wisdom, and Comments | Is this a Career Pathway Occupation? (yes or no) | Labor Market Information Data Source(s) |
|---|---|----------------------------------|----------------------------------|---------------------------|----------------------------|--------------------------------------|---------------------------------------|--|--|---|---|--|--|---|
| 29-2055 | Surgical Technologists | 315 | 338 | 23 | 0.71 | 2.3 | 22 | 31 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2056 | Veterinary Technologists and Technicians | 435 | 679 | 244 | 4.55 | 24.4 | 13 | 18 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | 2,470 | 2,630 | 160 | 0.63 | 16 | 21 | 28 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2072 | Medical Records Specialists | 551 | 607 | 56 | 0.97 | 5.6 | 16 | 26 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 29-2099 | Health Technologists and Technicians, All Other | 367 | 427 | 60 | 1.53 | 6 | 17 | 31 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-1131 | Nursing Assistants | 3,576 | 3,737 | 161 | 0.44 | 16.1 | 14 | 17 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | Yes | TWC LMI |
| 31-2011 | Occupational Therapy Assistants | 151 | 177 | 26 | 1.60 | 2.6 | 28 | 39 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-2021 | Physical Therapist Assistants | 322 | 393 | 71 | 2.01 | 7.1 | 25 | 40 | Associate's degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-9091 | Dental Assistants | 775 | 869 | 94 | 1.15 | 9.4 | 14 | 21 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-9092 | Medical Assistants | 1,570 | 1,853 | 283 | 1.67 | 28.3 | 14 | 19 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-9097 | Phlebotomists | 432 | 523 | 91 | 1.93 | 9.1 | 15 | 19 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 31-9099 | Healthcare Support Workers, All Other | 320 | 369 | 49 | 1.44 | 4.9 | 13 | 21 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 33-2011 | Firefighters | 565 | 590 | 25 | 0.43 | 2.5 | 17 | 28 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 33-3051 | Police and Sheriff's Patrol Officers | 1,549 | 1,624 | 75 | 0.47 | 7.5 | 22 | 35 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 39-9011 | Childcare Workers | 1,788 | 1,880 | 92 | 0.50 | 9.2 | 9 | 13 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 39-9031 | Exercise Trainers and Group Fitness Instructors | 257 | 308 | 51 | 1.83 | 5.1 | 10 | 22 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | 4,199 | 4,370 | 171 | 0.40 | 17.1 | 13 | 25 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 41-3021 | Insurance Sales Agents | 907 | 1,014 | 107 | 1.12 | 10.7 | 15 | 31 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 3,756 | 3,804 | 48 | 0.13 | 4.8 | 19 | 33 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 3,417 | 3,418 | 1 | 0.03 | 0.1 | 14 | 24 | Some college, no degree | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | 464 | 514 | 50 | 1.03 | 5 | 14 | 25 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 43-6013 | Medical Secretaries and Administrative Assistants | 1,219 | 1,339 | 120 | 0.94 | 12 | 14 | 20 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 2,711 | 3,208 | 497 | 1.70 | 49.7 | 22 | 38 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-2031 | Carpenters | 1,298 | 1,518 | 220 | 1.58 | 22 | 17 | 25 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 1,438 | 1,890 | 452 | 2.77 | 45.2 | 18 | 24 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-2111 | Electricians | 1,091 | 1,332 | 241 | 2.02 | 24.1 | 17 | 29 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 1,011 | 1,196 | 185 | 1.69 | 18.5 | 15 | 27 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 47-5022 | Excavating and Loading Machine and Dragline Operators, Surface Mining | 149 | 154 | 5 | 0.33 | 0.5 | 16 | 25 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 1,756 | 1,924 | 168 | 0.92 | 16.8 | 21 | 40 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-2094 | Electrical and Electronics Repairers, Commercial and Industrial Equipment | 235 | 248 | 13 | 0.54 | 1.3 | 23 | 43 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-3023 | Automotive Service Technicians and Mechanics | 2,415 | 2,546 | 131 | 0.53 | 13.1 | 14 | 27 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | 680 | 729 | 49 | 0.70 | 4.9 | 18 | 29 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-3042 | Mobile Heavy Equipment Mechanics, Except Engines | 726 | 927 | 201 | 2.47 | 20.1 | 19 | 32 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-3092 | Recreational Vehicle Service Technicians | 64 | 75 | 11 | 1.60 | 1.1 | 15 | 24 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 735 | 893 | 158 | 1.97 | 15.8 | 16 | 28 | Postsecondary nondegree award | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9041 | Industrial Machinery Mechanics | 1,295 | 1,593 | 298 | 2.09 | 29.8 | 19 | 32 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9043 | Maintenance Workers, Machinery | 352 | 392 | 40 | 1.08 | 4 | 17 | 28 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9044 | Millwrights | 155 | 156 | 1 | 0.06 | 0.1 | 19 | 31 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9051 | Electrical Power-Line Installers and Repairers | 318 | 360 | 42 | 1.25 | 4.2 | 22 | 37 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9071 | Maintenance and Repair Workers, General | 3,330 | 3,722 | 392 | 1.12 | 39.2 | 13 | 24 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 49-9096 | Riggers | 304 | 369 | 65 | 1.96 | 6.5 | 14 | 24 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 1,953 | 2,057 | 104 | 0.52 | 10.4 | 19 | 38 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 51-4041 | Machinists | 612 | 655 | 43 | 0.68 | 4.3 | 16 | 25 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 1,958 | 2,153 | 195 | 0.95 | 19.5 | 17 | 28 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 51-9161 | Computer Numerically Controlled Tool Operators | 373 | 350 | -23 | -0.63 | -2.3 | 16 | 25 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 51-9162 (2024-2034) | Computer Numerically Controlled Tool Programmers | 68 | 83 | 15 | 0.02 | 1.5 | 21 | 32 | Associate's degree | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | JobsEQ |
| 53-3032 | Heavy and Tractor-Trailer Truck Drivers | 6,064 | 6,935 | 871 | 1.35 | 87.1 | 17 | 28 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 53-3033 | Light Truck Drivers | 2,137 | 2,479 | 342 | 1.50 | 34.2 | 12 | 24 | High school diploma or equivalent | No | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |
| 53-3051 | Bus Drivers, School | 964 | 1,054 | 90 | 0.90 | 9 | 14 | 23 | High school diploma or equivalent | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |

WIOA Target Occupations List

| | | | |
|-------------|------------|----------------------------|-----------|
| Board Name: | East Texas | Date Submitted or Updated: | 3/20/2025 |
|-------------|------------|----------------------------|-----------|

Use this template to identify the Board’s target occupations, which are occupations that: 1) are in demand, 2) have a dedicated training component, and 3) provide wages that meet a Board’s self-sufficiency requirements.

* If other data sources are used outside of TWC, Boards must update the table title dates to reflect the time frame for which they have gathered data.

| Standard Occupational Classification (SOC) Code (6-digit) | Target Occupation Job Title | * Annual Average Employment 2022 | * Annual Average Employment 2032 | * Number Change 2022-2032 | * Percent Growth 2022-2032 | Annual Change in Employment (Growth) | Starting Salary per Hour (Entry Wage) | Top Salary per Hour (Experienced Wage) | Typical Education Needed for Entry into Occupation | Are there Eligible Training Providers (ETPs) offering training for this occupation? | How many individuals will ETPs train and/or certify to fill current openings? | Additional Rationale, Local Wisdom, and Comments | Is this a Career Pathway Occupation? (yes or no) | Labor Market Information Data Source(s) |
|---|--|----------------------------------|----------------------------------|---------------------------|----------------------------|--------------------------------------|---------------------------------------|--|--|---|---|--|--|---|
| 53-7051 | Industrial Truck and Tractor Operators | 2,308 | 2,682 | 374 | 1.51 | 37.4 | 16 | 22 | No formal educational credential | Yes | Enrollments based upon eligibility and customer choice. | EDC Input | No | TWC LMI |

WIOA In-Demand Industry Sectors List

| | | | |
|------------|--|----------------------------|--------|
| East Texas | | Date Submitted or Updated: | 20-Mar |
|------------|--|----------------------------|--------|

| Use this spreadsheet to identify the Board's top 10 to 15 high-demand industries. The Board's high-demand industries may include, but are not limited to, industries related to a governor’s industry cluster. | | | | | | | | |
|--|--|----------------------------------|----------------------------------|-----------------------------|----------------------------|--|--|---|
| * If non-LMI data is used, Boards must update the table title dates reflect the time frame for which they have gathered data. | | | | | | | | |
| 2022 North American Industry Classification System (NAICS) Code (4-digit) | NAICS Industry Title | * Annual Average Employment 2022 | * Annual Average Employment 2032 | * Number Change 2022 - 2032 | * Percent Growth 2022-2032 | Does Industry Relate to a Governor's Industry Cluster? (yes or no) | Additional Rationale, Local Wisdom, Comments | Labor Market Information Data Source(s) |
| 2111 | Oil and gas extraction | 1,563 | 1,306 | -257 | -16.4% | Yes | EDC Input | TWC LMI |
| 2131 | Support activities for mining | 7,245 | 7,562 | 317 | 4.4% | No | EDC Input | TWC LMI |
| 2211 | Electric power generation, transmission and distribution | 1,393 | 1,384 | -9 | -0.6% | Yes | EDC Input | TWC LMI |
| 2213 | Water, sewage and other systems | 470 | 453 | -17 | -3.6% | No | | TWC LMI |
| 2361 | Residential building construction | 1,024 | 1,047 | 23 | 2.2% | No | EDC Input | TWC LMI |
| 2362 | Nonresidential building construction | 1,217 | 888 | -329 | -27.0% | No | EDC Input | TWC LMI |
| 2371 | Utility system construction | 3,278 | 4,546 | 1268 | 38.7% | Yes | EDC Input | TWC LMI |
| 2373 | Highway, street, and bridge construction | 713 | 706 | -7 | -1.0% | No | EDC Input | TWC LMI |
| 3116 | Animal slaughtering and processing | 4,987 | 6,129 | 1142 | 22.9% | No | EDC Input | TWC LMI |
| 3119 | Other food manufacturing | 213 | 256 | 43 | 20.2% | No | | TWC LMI |
| 3219 | Other wood product manufacturing | 1,088 | 1,114 | 26 | 2.4% | No | EDC Input | TWC LMI |
| 3241 | Petroleum and coal products | 506 | 484 | -22 | -4.3% | Yes | EDC Input | TWC LMI |
| 3251 (2024-2034) | Basic Chemical Manufacturing | 1010 | 1039 | 29 | 2.9% | Yes | EDC Input | JobsEQ |
| 3261 (2024-2034) | Plastics Product Manufacturing | 1271 | 1466 | 195 | 15.3% | No | EDC Input | JobsEQ |
| 3323 (2024 - 2034) | Architectural and Structural Metals Manufacturing | 2393 | 2792 | 399 | 16.7% | No | EDC Input | JobsEQ |
| 3324 (2024 - 2034) | Boiler, Tank and Shipping Container Manufacturing | 711 | 767 | 56 | 7.9% | No | EDC Input | JobsEQ |
| 3327 | Machine shops; turned product; and screw, nut, and bolt manufacturing | 778 | 807 | 29 | 3.7% | No | EDC Input | TWC LMI |
| 3329 (2024-2034) | Other Fabricated Metal Product Manufacturing | 508 | 522 | 14 | 2.8% | No | EDC Input | JobsEQ |
| 3331 (2024-2034) | Agriculture, Construction and Mining Machinery Manufacturing | 1563 | 1557 | -6 | -0.4% | Yes | EDC Input | JobsEQ |
| 3332 (2024-2034) | Industrial Machinery Manufacturing | 152 | 166 | 14 | 9.2% | Yes | EDC Input | JobsEQ |
| 3334 (2024-2034) | Ventilation, Heating, Air, Conditioning and Commercial Refrigeration Equipment | 1063 | 1036 | -27 | -2.5% | No | EDC Input | JobsEQ |
| 3335 | Metalworking machinery manufacturing | 392 | 449 | 57 | 14.5% | No | EDC Input | TWC LMI |
| 3339 (2024-2034) | Other General Purpose Machinery Manufacturing | 752 | 761 | 9 | 1.2% | Yes | EDC Input | JobsEQ |
| 3342 | Communications equipment | 255 | 296 | 41 | 16.1% | Yes | EDC Input | TWC LMI |
| 3362 | Motor vehicle body and trailer manufacturing | 430 | 412 | -18 | -4.2% | Yes | EDC Input | TWC LMI |
| 3363 | Motor vehicle parts manufacturing | 531 | 476 | -55 | -10.4% | Yes | EDC Input | TWC LMI |
| 3364 (2024-2034) | Aerospace Product and Parts Manufacturing | 23 | 22 | -1 | -4.3% | Yes | EDC Input | JobsEQ |
| 3391 | Medical equipment and supplies manufacturing | 1,340 | 1,390 | 50 | 3.7% | Yes | EDC Input | TWC LMI |
| 3399 | Other miscellaneous manufacturing | 649 | 624 | -25 | -3.9% | No | EDC Input | TWC LMI |
| 4236 (2024-2034) | Electronic Goods Merchant Wholesalers | 769 | 900 | 131 | 17.0% | No | EDC Input | JobsEQ |
| 4238 | Machinery, equipment, and supplies merchant wholesalers | 2,955 | 3,670 | 715 | 24.2% | No | EDC Input | TWC LMI |
| 4239 (2024-2034) | Miscellaneous Durable Goods Merchant Wholesalers | 744 | 854 | 110 | 14.8% | No | EDC Input | JobsEQ |
| 4451 (2024-2034) | Grocery and Convenience Retailers | 5552 | 8857 | 3305 | 59.5% | No | EDC Input | JobsEQ |
| 4841 (2024-2034) | General Freight Trucking | 3052 | 3489 | 437 | 14.3% | No | EDC Input | JobsEQ |
| 4842 (2024-2034) | Specialized Freight Trucking | 1023 | 1139 | 116 | 11.3% | No | EDC Input | JobsEQ |
| 4882 (2024-2034) | Support Activities for Rail Transportation | 713 | 696 | -17 | -2.4% | No | EDC Input | JobsEQ |
| 4884 | Support activities for road transportation | 222 | 347 | 125 | 56.3% | No | EDC Input | JobsEQ |
| 4931 | Warehousing and storage | 6,003 | 8,072 | 2069 | 34.5% | No | EDC Input | TWC LMI |
| 5312 (2024-2034) | Offices of Real Estate Agents and Brokers | 979 | 987 | 8 | 0.8% | No | EDC Input | JobsEQ |

WIOA In-Demand Industry Sectors List

| | | | |
|------------|--|----------------------------|--------|
| East Texas | | Date Submitted or Updated: | 20-Mar |
|------------|--|----------------------------|--------|

| Use this spreadsheet to identify the Board's top 10 to 15 high-demand industries. The Board's high-demand industries may include, but are not limited to, industries related to a governor's industry cluster. | | | | | | | | |
|--|--|----------------------------------|----------------------------------|-----------------------------|----------------------------|--|--|---|
| * If non-LMI data is used, Boards must update the table title dates reflect the time frame for which they have gathered data. | | | | | | | | |
| 2022 North American Industry Classification System (NAICS) Code (4-digit) | NAICS Industry Title | * Annual Average Employment 2022 | * Annual Average Employment 2032 | * Number Change 2022 - 2032 | * Percent Growth 2022-2032 | Does Industry Relate to a Governor's Industry Cluster? (yes or no) | Additional Rationale, Local Wisdom, Comments | Labor Market Information Data Source(s) |
| 5411 | Legal services | 1,799 | 1,890 | 91 | 5.1% | No | EDC Input | JobsEQ |
| 5412 | Accounting, tax preparation, bookkeeping, and payroll services | 1,644 | 1,730 | 86 | 5.2% | No | EDC Input | JobsEQ |
| 5413 | Architectural, engineering, and related services | 2,845 | 3,049 | 204 | 7.2% | Yes | EDC Input | TWC LMI |
| 5415 | Computer systems design and related services | 1,347 | 1,827 | 480 | 35.6% | Yes | EDC Input | TWC LMI |
| 5416 | Management, scientific, and technical consulting services | 2,014 | 2,111 | 97 | 4.8% | Yes | EDC Input | TWC LMI |
| 5419 | Other professional, scientific, and technical services | 1,605 | 2,415 | 810 | 50.5% | Yes | EDC Input | TWC LMI |
| 5611 | Office administrative services | 744 | 883 | 139 | 18.7% | No | EDC Input | TWC LMI |
| 6111 | Elementary and secondary schools | 26,741 | 29,312 | 2571 | 9.6% | No | EDC Input | TWC LMI |
| 6112 (2024-2034) | Junior Colleges | 1646 | 1552 | -94 | -5.7% | No | EDC Input | JobsEQ |
| 6113 | Colleges, universities, and professional schools | 3,368 | 3,493 | 125 | 3.7% | Yes | EDC Input | TWC LMI |
| 6211 | Offices of physicians | 6,699 | 7,555 | 856 | 12.8% | No | EDC Input | TWC LMI |
| 6216 | Home health care services | 7,716 | 8,005 | 289 | 3.7% | No | EDC Input | TWC LMI |
| 6221 | General medical and surgical hospitals | 12,009 | 12,693 | 684 | 5.7% | No | EDC Input | TWC LMI |
| 6231 | Nursing care facilities (skilled nursing facilities) | 4,740 | 4,602 | -138 | -2.9% | No | EDC Input | TWC LMI |
| 6233 | Continuing care, assisted living facilities | 1,943 | 2,300 | 357 | 18.4% | No | EDC Input | TWC LMI |
| 6244 | Child care services | 2,008 | 2,120 | 112 | 5.6% | No | EDC Input | TWC LMI |
| 7225 | Restaurants and other eating places | 27,014 | 31,786 | 4772 | 17.7% | No | EDC Input | TWC LMI |
| 8111 | Automotive repair and maintenance | 2,869 | 3,044 | 175 | 6.1% | No | EDC Input | TWC LMI |