

Texas Workforce System Program Directory

Texas Workforce Investment Council

The Mission of the Texas Workforce Investment Council

Assisting the Governor and the Legislature with strategic planning for and evaluation of the Texas workforce development system to promote the development of a well-educated, highly skilled workforce for Texas.

Texas Workforce System

Program Directory

***A guide to funding and programs
of the Texas workforce system***



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Table of Contents

Introduction	1
The Texas Workforce System	1
The Texas Workforce Investment Council	1
Directory Design and Structure	1
System Measures	2
Workforce, Education, and Training Programs	3
An Employer-Focused System	3
Directory Layout and Legend	4
Section 1: Programs for Adults	5
Adults – Workforce Innovation and Opportunity Act, Title I	6
Apprenticeship Chapter 133	8
Community and Technical College Academic Education	10
Community and Technical College Technical Education	12
Dislocated Workers – Workforce Innovation and Opportunity Act, Title I	14
Employment Services, Wagner-Peyser – Workforce Innovation and Opportunity Act, Title III	16
Skills Development Fund	18
Trade Adjustment Assistance	20
Veterans Employment and Training	22
Section 2: Programs for Adults with Barriers	25
Adult Education – Workforce Innovation and Opportunity Act, Title II	26
Rehabilitation Services – Workforce Innovation and Opportunity Act, Title IV	28
Postsecondary Community and Technical College Corrections	30
Senior Community Service Employment Program	32
Self-Sufficiency Fund	34
Secondary Academic Education Windham	36

Table of Contents, continued

Secondary Technical Education Windham	38
Supplemental Nutrition Assistance Program Employment and Training	40
Temporary Assistance for Needy Families Choices	42
Section 3: Programs for Youth	45
Secondary Education and Secondary Academic Education Corrections	46
Secondary Career Technical Education and Secondary Technical Education Corrections	48
Youth – Workforce Innovation and Opportunity Act, Title I	52

INTRODUCTION

The Texas Workforce System

The Texas workforce system comprises a number of programs, services, and initiatives administered by eight state agencies, the Texas Association of Workforce Boards, local workforce development boards (boards), community and technical colleges, local adult education providers, and independent school districts. By delivering programs that assist Texas' current and future workers to secure competitive and sustainable employment, system partners serve a critical role in the development of a world-class workforce that enjoys a higher quality of life through economic, employment, and educational success. The 28 boards and their contractors serve as points of local service delivery, providing a variety of services to employers and workers in their area. The boards operate the workforce centers spread across the state.

The Texas Workforce Investment Council (Council) collects and disseminates funding information and performance data on 19 workforce programs, as well as five academic education programs at the secondary and postsecondary levels. Information and data from these five programs assist in understanding the scope and effort of program delivery through high schools and community and technical colleges and these entities' efforts to prepare students to transition to further education or enter the workforce.

The agency partners in Texas' workforce system include: Economic Development and Tourism, the Texas Department of Criminal Justice, the Texas Education Agency, the Texas Health and Human Services Commission, the Texas Higher Education Coordinating Board, the Texas Juvenile Justice Department, the Texas Veterans Commission, and the Texas Workforce Commission.

The Texas Workforce Investment Council

The Council assists the Governor and the legislature with statutorily mandated responsibilities for workforce development, strategic planning, evaluation, review, and reporting. The Council serves as the state workforce development board as mandated under the federal Workforce Innovation and Opportunity Act, and works closely with system partners to facilitate collaboration, coordination, and the leveraging of resources at the system level between system partners. The Council is mandated by state law to develop the Texas workforce system strategic plan and to monitor the system, reporting annually to the Governor and the legislature on the degree to which the system is effective in achieving state and local workforce goals and objectives.

Much of the Council's work focuses on connecting education, workforce, and economic development in order to facilitate achievement of the vision, mission, and goals of system partners articulated in the system strategic plan. This critical connection will be successful to the extent that the programs and services serve the needs of Texas' employers for an educated, employable, and skilled workforce.

Directory Design and Structure

The *Texas Workforce System Program Directory (Directory)* is a tool designed to assist system stakeholders to understand the 19 individual workforce programs and services and the five academic programs for which the Council collects information and data. The *Directory* features program

descriptions, including an overview of services provided, performance measures, and funding flows. As such, the *Directory* serves as a companion document to the system strategic plan and the Council's annual evaluation report to the Governor and the legislature on how well the system is accomplishing state and local workforce goals and objectives.

The *Directory* is organized in three sections: *Programs for Adults*, *Programs for Adults with Barriers*, and *Programs for Youth*. All programs included in *Adults with Barriers* had to meet at least one of four criteria as a characteristic of the participant population: economically disadvantaged, educationally disadvantaged, incarcerated, or physically or mentally impaired and requiring adaptive or rehabilitative services.

The Council intends for the *Directory* to be a useful reference that provides program descriptions for policy makers and workforce system partners and stakeholders across the state. Each of the three sections in the *Directory* begins with an overview chart that lists the programs serving that population, the federal funding agency, and the state agency that funds flow to or through. Program pages within each section provide descriptive information, including:

- federal and/or state statute
- flow of funds from the federal level to the state level to the local program
- program purpose
- population served
- services provided
- program history, and
- performance measure information.

For additional information, see *Directory Layout and Legend* on page four of this publication.

System Measures

Partner agencies submit performance data for applicable Council system measures. These Formal measures are part of the Council's evaluation architecture for the workforce system, and are the first tier of measures in a three-tiered approach to evaluating the effectiveness of the programs that comprise the workforce system, as well as the system as a whole. Formal measures, as defined in state law, measure outcomes that are essentially consistent across programs. They are endorsed by the Council and approved by the Governor. These four measures provide vital data on program performance:

Educational Achievement – Number and percent of all program participants who obtain a degree, other credential of completion, or complete the level enrolled.

Entered Employment – Number and percent of all program participants who secure employment after exiting a program.

Employment Retention – Number and percent of all program participants who retain employment at a specified point after exiting a program.

Customers Served – Number of employers and individuals who receive system services, including program participation.

Workforce, Education, and Training Programs

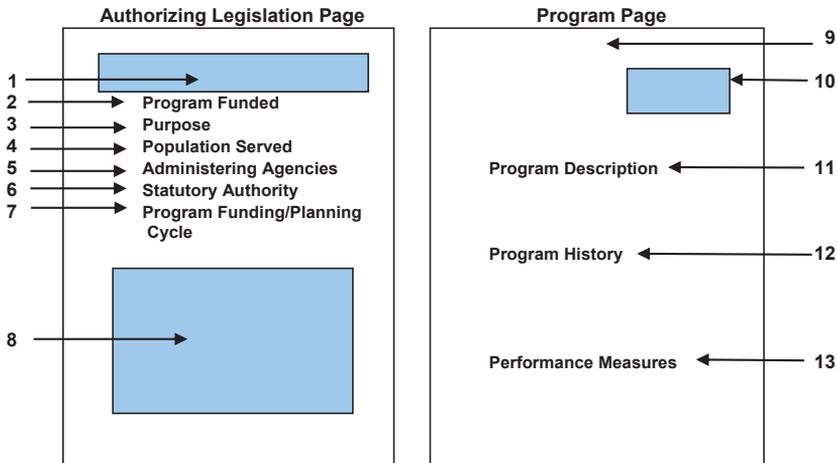
The 19 programs of the Texas workforce system, and the five academic education programs that the Council gathers data on, deliver services to three participant groups with diverse needs: *Adults*, *Adults with Barriers*, and *Youth*. These 24 programs are constituted by federal and state statute and are funded through various federal and state sources. The 24 programs included in this *Directory* are:

Programs in the <i>Directory</i>
Adult Education – Workforce Innovation and Opportunity Act, Title II
Adults – Workforce Innovation and Opportunity Act, Title I
Apprenticeship Chapter 133
Blind Services – Workforce Innovation and Opportunity Act, Title IV
Community and Technical College Academic Education
Community and Technical College Technical Education
Dislocated Workers – Workforce Innovation and Opportunity Act, Title I
Employment Services, Wagner-Peyser – Workforce Innovation and Opportunity Act, Title III
Postsecondary Community and Technical College Corrections
Rehabilitation Services – Workforce Innovation and Opportunity Act, Title IV
Senior Community Service Employment Program
Secondary Career Technical Education
Secondary Education
Secondary Academic Education Corrections
Secondary Technical Education Corrections
Secondary Academic Education Windham
Secondary Technical Education Windham
Self-Sufficiency Fund
Skills Development Fund
Supplemental Nutrition Assistance Program Employment and Training
Trade Adjustment Assistance
Temporary Assistance for Needy Families Choices
Veterans Employment and Training
Youth – Workforce Innovation and Opportunity Act, Title I

An Employer-Focused System

Of the workforce programs described in the *Directory*, many serve the needs of Texas' employers to hire, train, and retain a qualified workforce either by working directly with employers or by producing qualified applicants. Programs and institutions such as community and technical colleges, apprenticeship, Skills Development Fund, Self-Sufficiency Fund, and Employment Services provide an array of direct services to employers. Development of special skill certification programs or customized training programs occur in community and technical colleges across the state to meet the employment needs of local business. The Skills Development Fund and the Self-Sufficiency Fund provide resources that can be used by individual businesses or employer consortia to fund customized training programs for incumbent or new workers. Texas workforce centers screen candidates for employers, list job openings, and arrange for interviews.

Directory Layout and Legend



Legend

Authorizing Legislation Page

1. Authorizing legislation
2. Program funded
3. Purpose of program
4. Eligible target population
5. Federal and/or state agency(ies) that administer program
6. Federal and/or state authorizing legislation
7. Program funding and planning cycle (beginning and ending months and, if any, associated planning documents)
8. Chart representing flow of funds from federal to state to local levels
 - a. Boxes with solid lines represent agencies/other entities directly involved in oversight and/or delivery of the specific program
 - b. Boxes with dotted lines represent agencies/other entities directly involved with other programs under the umbrella of the authorizing legislation
 - c. Solid lines connecting the boxes represent the flow of funds to the specific program
 - d. Dotted lines connecting the boxes represent the flow of funds to other programs under the umbrella of the authorizing legislation
 - e. The shaded box at the bottom of each chart indicates the program at the point of service delivery

Program Page

9. Title of specific program
10. Contact information for state agency that is responsible for operating the program
11. Program description, including types of services offered
12. Program history
13. Performance measures

SECTION 1: PROGRAMS FOR ADULTS

Program	Federal Funding Agency	State Agency That Funds Flow To or Through
Adults – Workforce Innovation and Opportunity Act, Title I	U.S. Department of Labor	Texas Workforce Commission
Apprenticeship Chapter 133	U.S. Department of Labor	Texas Workforce Commission
Community and Technical College Academic Education	U.S. Department of Education	Texas Higher Education Coordinating Board
Community and Technical College Technical Education	U.S. Department of Education	Texas Higher Education Coordinating Board
Dislocated Workers – Workforce Innovation and Opportunity Act, Title I	U.S. Department of Labor	Texas Workforce Commission
Employment Services, Wagner-Peyser – Workforce Innovation and Opportunity Act, Title III	U.S. Department of Labor	Texas Workforce Commission
Skills Development Fund	-	Texas Workforce Commission
Trade Adjustment Assistance	U.S. Department of Labor	Texas Workforce Commission
Veterans Employment and Training	U.S. Department of Labor	Texas Veterans Commission

Workforce Innovation and Opportunity Act, Title I

Program Funded

Adults – Workforce Innovation and Opportunity Act (WIOA), Title I

Purpose

The WIOA provides employment and training services for adults.

Population Served

Participants must be 18 years of age or older; a citizen or noncitizen authorized to work in the U.S.; and meet Military Selective Service registration requirements (males only). Income eligibility is required for some services, such as training. Priority for receipt of career services and training services is placed on public assistance recipients, other low-income individuals, and individuals who lack basic skills.

Administering Agencies

Federal: The U.S. Department of Labor, through its Employment and Training Administration (ETA), funds the programs authorized by the WIOA through formula-based allocations to states. State: The Texas Workforce Commission disburses these federal funds through formula allocation to the state's network of local workforce boards and their Workforce Solutions offices.

Statutory Authority

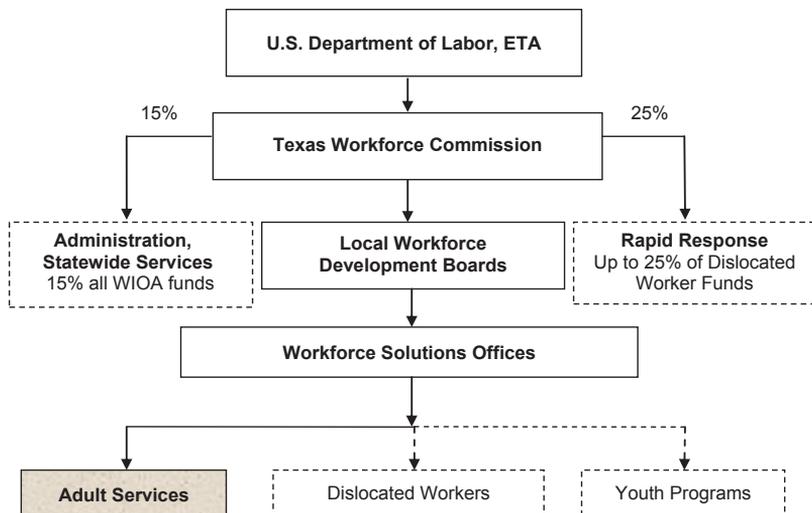
Federal: Workforce Innovation and Opportunity Act (Public Law 113-128), Title I

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Adults – Workforce Innovation and Opportunity Act, Title I

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 463-2222
www.twc.state.tx.us

Program Description

Adults Workforce Innovation and Opportunity Act (WIOA) career and training services are offered through the state's system of Workforce Solutions offices, which are overseen by the 28 local workforce boards. The WIOA merged the Workforce Investment Act's (WIA) required core and intensive services into a new category of career services. With no required sequence of services, job seekers are able to access training immediately.

The WIOA emphasizes the use of career pathways and sector partnerships to increase employment in in-demand industries and occupations. In addition, it promotes work-based training by authorizing local areas to provide incumbent worker training and transitional jobs, increasing the reimbursements to employers for on-the-job training and customized training, and by increasing linkages with registered apprenticeship.

Program History

Federal job assistance programs date back to the 1930s with the Works Project Administration, which, under the New Deal, employed millions of Americans to complete various public works projects across the country. In 1973, Congress enacted the Comprehensive Employment and Training Act (CETA) to train low-income and unemployed workers and provide them with subsidized employment, as well as summer jobs for low-income high school students. In 1982, CETA was replaced with the Job Training Partnership Act (JTPA) continuing federally funded job training programs for low-skilled adults, dislocated workers, and youth. The JTPA was replaced by the WIA in 1998, which established the current system of program delivery under the administration of state and local workforce boards. In 2014, the WIA was superseded by the WIOA, with Title I providing authorization and funding for employment and training programs for adults, dislocated workers, and youth. To help local economies target the needs of job seekers, the WIOA provides increased flexibility by authorizing local areas to transfer up to 100 percent funding between Adult and Dislocated Worker programs.

Performance Measures

Outcomes, efficiencies, and outputs for this program are reported to state and federal oversight entities. This includes measures reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Texas Education Code, Chapter 133

Program Funded

Apprenticeship Chapter 133

Purpose

Apprenticeship provides a structured system of training to prepare participants for occupations in skilled trades and emerging occupations in the biomedical, information technology, and energy sectors. Chapter 133 funds a portion of classroom instruction for participating registered apprenticeship training programs.

Population Served

Adults and youth, 16 years or older. Apprentices must be U.S. citizens or legally qualified to work in the U.S.; have a high school diploma or the equivalent; and meet the minimum age, education, and other requirements established by the employer/program.

Administering Agencies

Federal: The U.S. Department of Labor (DOL), through its Office of Apprenticeship, designates a qualified program as a registered apprenticeship training program. The DOL's role is one of oversight and technical assistance. It does not provide funding for the operation of registered apprenticeship programs.

State: The Texas Workforce Commission (TWC) disburses the funding, from state general revenue, to local education agencies that serve as fiscal agents for registered programs.

Statutory Authority

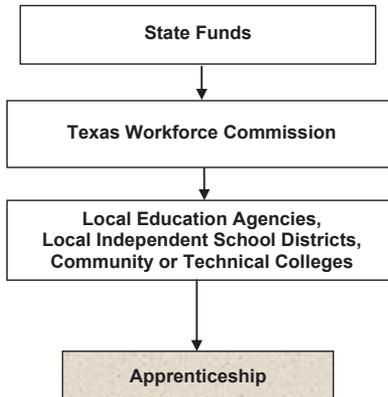
State: Texas Education Code, Chapter 133

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Document: The TWC timeline, which includes funding recommendation from the Council: www.twc.state.tx.us/programs/apprenticeship-program-overview/

Funding and Service Delivery



Apprenticeship Chapter 133

Texas Workforce Commission
Workforce Business Services
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 936-3059
www.twc.state.tx.us

Program Description

To qualify for funds, apprenticeship training programs and apprentices must be registered with the U.S. Department of Labor's Office of Apprenticeship. Registered apprenticeship training is designed to prepare individuals for careers in the skilled trades, such as plumbing and electrical, as well as in nontraditional and new occupations, such as information technology and solar installation. Registered apprenticeship training combines structured on-the-job learning supervised by experienced journeyworkers with related classroom instruction. Programs are usually three-to-five years in length, and typically require 144 hours per year in classroom instruction and 2,000 hours of on-the-job learning.

The Texas Workforce Commission (TWC) provides funds to local public educational institutions to support a percentage of the classroom instruction costs. Local education agencies—independent school districts or community colleges—act as fiscal agents for the programs. All registered apprenticeship programs in Texas may apply for Chapter 133 funding through the TWC.

Apprentices who successfully complete the prescribed number of training hours in a registered apprenticeship training program can become certified and skilled journeyworkers. Registered apprenticeship programs can be sponsored by individual employers, joint employer and labor groups, and/or employer associations.

Program History

The Chapter 133 Apprenticeship program was established by the 65th Texas Legislature in 1977. In 1937, the U.S. Congress enacted the National Apprenticeship Act, also known as the Fitzgerald Act. It ensured labor and safety standards for apprentices and laid the framework for registered apprenticeship as it is today. Apprentices are paid from the time they begin their training and are guaranteed increases as they progress in their training. Registered apprenticeship offers employers a pipeline of skilled workers with industry-specific training and on-the-job work experience.

Performance Measures

Apprenticeship training outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Texas Education Code, Chapter 130

Program Funded

Community and Technical College (CTC) Academic Education

Purpose

CTC academic education prepares students for the workforce or further postsecondary education.

Population Served

Students with a high school diploma or the equivalent.

Administering Agencies

State: The Texas Higher Education Coordinating Board distributes the state funding for this program. Community and technical colleges may also seek federal grants.

Statutory Authority

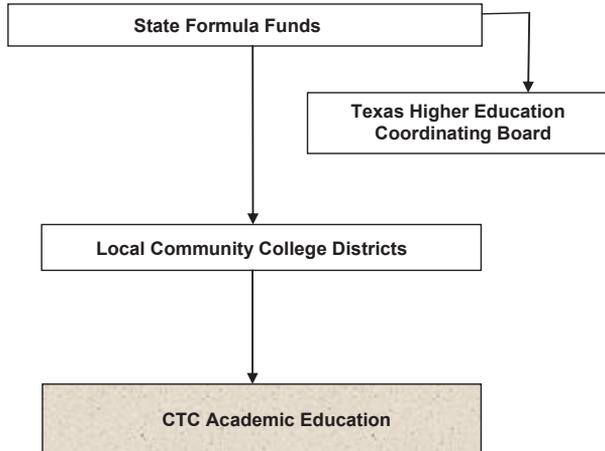
State: Texas Education Code, Chapter 130

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Strategic Plan: www.theccb.state.tx.us/reports/reports_search.cfm/

Funding and Service Delivery



Community and Technical College Academic Education

Texas Higher Education
Coordinating Board
Academic Programs
1200 E. Anderson Lane
Austin, Texas 78752
Telephone: (512) 427-6431
www.thecb.state.tx.us

Program Description

Public community colleges are two-year institutions of higher education, designed to serve their local taxing districts and service areas. The Texas Education Code requires each community college to offer programs leading to the academic degree of Associate of Arts or Associate of Science. These degrees can be terminal or provide students the opportunity to transfer to a four-year college or university.

Other community college programs include dual credit courses for high school students, developmental education, adult literacy programs, and continuing education. Community colleges have an open admission policy, also called open enrollment, to ensure that every person has an opportunity to receive a college education. Community colleges also provide opportunities for personal enrichment or continuing education, often by offering courses during evenings and weekends.

Program History

Texas' community and technical college system consists of 50 community college districts and four technical colleges. The first community college in Texas was Hillsboro Junior College, founded in 1923. Most community colleges in Texas were started by local public school districts. The 74th Texas Legislature established "junior college" districts as taxing authorities.

Performance Measures

Academic outcomes and outputs are reported to state oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Carl D. Perkins Career and Technical Education Act of 2006

Program Funded

Community and Technical College (CTC) Technical Education

Purpose

CTC technical education prepares youth and adults for a wide range of careers that may require postsecondary certificates to two- and four-year college degrees.

Population Served

Students with a high school diploma or the equivalent.

Administering Agencies

Federal: The U.S. Department of Education, through its Office of Career, Technical, and Adult Education, provides Perkins funding to the states.

State: The State Board of Education (SBOE) determines the percentage of funds that will be allocated to the Texas Education Agency and the Texas Higher Education Coordinating Board (THECB). Under current SBOE rule, 30 percent of the federal funds allocated to the THECB are to be used for postsecondary career and technical education. Most of the funding for these programs is provided by state formula funds to postsecondary education institutions.

Statute Authority

Federal: Carl D. Perkins Career and Technical Education Act of 2006

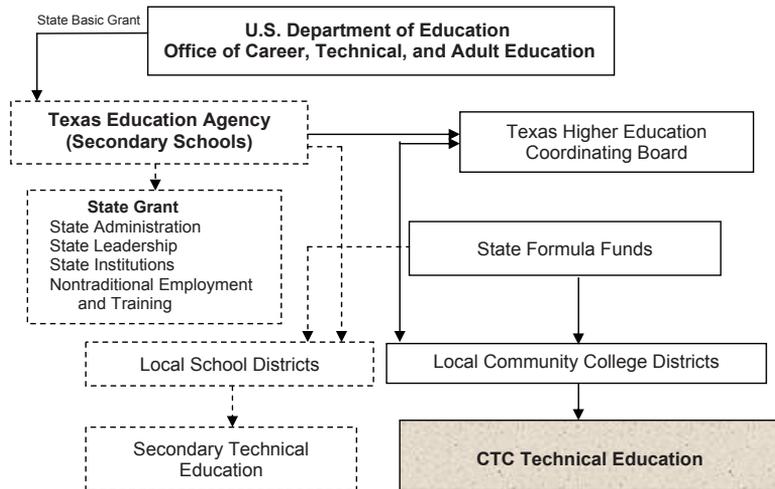
Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Five-Year Federal Plan: Texas State Plan for Career and Technical Education:

<http://tea.texas.gov/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=25769808288&libID=25769808290>

Funding and Service Delivery



Community and Technical College Technical Education

Texas Higher Education
Coordinating Board
Career Technical Programs
1200 E. Anderson Lane
Austin, Texas 78752
Telephone: (512) 427-6524
www.theccb.state.tx.us

Program Description

Community colleges offer technical training programs up to two years in length leading to associate's degrees or certificates, as well as career and technical education (CTE) programs leading directly to employment in high-skill, high-wage, or high-demand occupations. Two-year technical programs lead to an associate of applied science degree and programs of shorter duration lead to workforce education certificates. Technical programs are offered in a wide range of fields, such as computer information systems, allied health, semiconductor manufacturing, criminal justice and law enforcement, and construction trades. Although designed primarily for job entry, some technical programs also transfer into baccalaureate programs.

Community colleges can also respond to the needs of local citizens, agencies, businesses, and industry by providing customized and contract workforce instruction, courses for professional certification or licensure, and general continuing education opportunities. Funding is designed to be flexible enough to address the needs of local CTE programs. The federal law requires local programs receiving funds under the Perkins Act to implement a "program of study" that incorporates secondary education and postsecondary education elements; includes academic and career and technical content in a coordinated, nonduplicative progression of courses; and leads to an industry-recognized credential or certificate at the postsecondary level, or an associate or bachelor's degree.

Program History

Federal legislation for CTE dates to 1917. The Carl D. Perkins Career and Technical Education Improvement Act was passed in 2006 and is the fourth version of the Perkins vocational legislation, originally enacted in 1984. The current law allows more state flexibility and emphasizes CTE programs, integrating academic and CTE, technology use, teacher training, distance learning, and coursework that leads to industry certifications.

Performance Measures

CTE outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Workforce Innovation and Opportunity Act, Title I

Program Funded

Dislocated Workers – Workforce Innovation and Opportunity Act (WIOA), Title I

Purpose

The WIOA provides employment and training services for dislocated workers.

Population Served

Citizens or noncitizens who are authorized to work in the U.S. and meet Military Selective Service registration requirements (males only). Eligible dislocated workers are individuals who are unemployed due to plant closures, company downsizing, or other significant changes in labor market conditions, and are unlikely to return to their jobs. Dislocated workers may also be homemakers or self-employed individuals who are not working because of general economic conditions. The WIOA also includes spouses of certain active-duty members of the armed forces.

Administering Agencies

Federal: The U.S. Department of Labor's Employment and Training Administration (ETA) funds the programs authorized by the WIOA through formula-based allocations to states.

State: The Texas Workforce Commission disburses the federal funds through formula allocation to the state's network of local workforce boards and their Workforce Solutions offices.

Statutory Authority

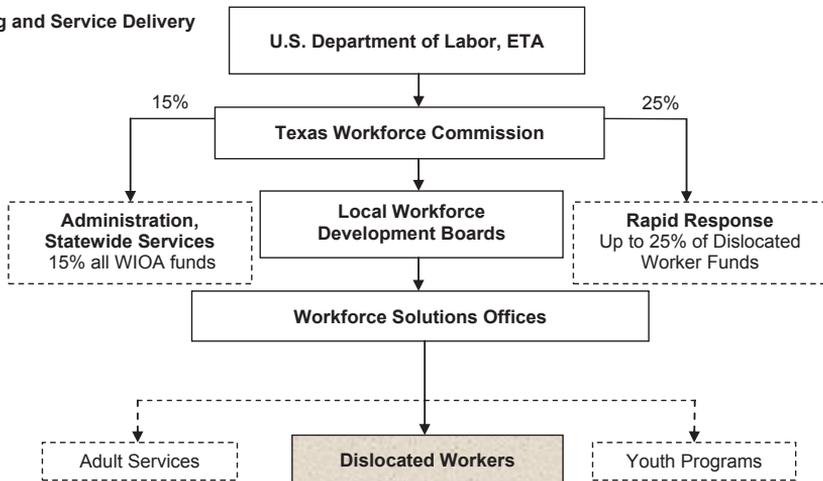
Federal: Workforce Innovation and Opportunity Act (Public Law 113-128), Title I

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Dislocated Workers – Workforce Innovation and Opportunity Act, Title I

Texas Workforce Commission
Dislocated Worker Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 936-0369
www.twc.state.tx.us

Program Description

The Dislocated Workers Workforce Innovation and Opportunity Act (WIOA) program includes both the regular Dislocated Worker and Rapid Response programs. The WIOA merged the Workforce Investment Act's (WIA) required core and intensive services into a new category of career services. With no required sequence of services, job seekers are able to access training immediately. The regular Dislocated Worker program allows for individualized reemployment services accessed through Workforce Solutions offices, including career services, training, and other support services. The Rapid Response program is administered at the state level by the Texas Workforce Commission (TWC) but operated at the local level by local workforce boards. Rapid Response provides short-term, early intervention, and immediate assistance with layoffs and/or plant closures affecting a significant number of workers. The TWC receives notices of plant closures and mass layoffs, including those covered under the Worker Adjustment and Retraining Notification Act. When the TWC or a local board obtains information about a major layoff, immediate on-site services are provided to assist workers facing job losses. Early intervention assistance is designed to transition workers to their next employment as soon as possible.

Program History

Federal job assistance programs date back to the 1930s with the Works Project Administration which, under the New Deal, employed millions of Americans to complete various public works projects across the country. In 1973, Congress enacted the Comprehensive Employment and Training Act (CETA) to train low-income and unemployed workers and provide them with subsidized employment, as well as summer jobs for low-income high school students. In 1982, CETA was replaced with the Job Training Partnership Act (JTPA), continuing federally funded job training programs for low-skilled adults, dislocated workers, and youth. The JTPA was replaced by the WIA in 1998, which established the current system of program delivery under the administration of state and local workforce boards. In 2014, the WIA was superseded by the WIOA, with Title I providing authorization and funding for employment and training programs for adults, dislocated workers, and youth. To help local economies target the needs of job seekers, the WIOA provides increased flexibility by authorizing local areas to transfer up to 100 percent funding between Adult and Dislocated Worker programs.

Performance Measures

Outcomes, efficiencies, and outputs for this program are reported to state and federal oversight entities. This includes measures reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Workforce Innovation and Opportunity Act, Title III (Wagner-Peyser Act)

Program Funded

Employment Services, Wagner-Peyser – Workforce Innovation and Opportunity Act, Title III

Purpose

Employment Services provides funding for a labor exchange function, matching qualified workers with employers through a statewide network of Workforce Solutions offices and online job matching services available through WorkInTexas.com.

Population Served

All applicants looking for work and all employers seeking employees.

Administering Agencies

Federal: The U.S. Department of Labor's Employment and Training Administration (ETA), provides formula allocations to states based on the state's relative share of individuals in the civilian labor force and unemployed job seekers among all states.

State: The Texas Workforce Commission administers the federally funded Wagner-Peyser Act program. Funds are used to provide job matching services and job search assistance at the local level and to fund the state's online job matching website.

Statutory Authority

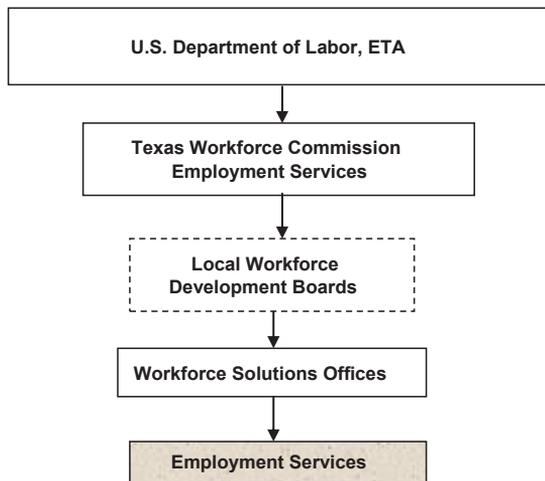
Federal: Workforce Innovation and Opportunity Act (WIOA) (Public Law 113-128), Title III

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Employment Services – Wagner-Peyser

Texas Workforce Commission
Employment Services Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 463-2222
www.twc.state.tx.us

Program Description

Employment Services, funded by the federal Wagner-Peyser Act, matches qualified workers with employers. In Texas, the primary tool for job matching is the Texas Workforce Commission's WorkInTexas.com website. WorkInTexas.com matches employers of all sizes and industries with qualified job candidates. The site is free and provides tailored support for employers and job seekers. These services are also offered at Workforce Solutions offices throughout Texas, which are operated by the 28 local workforce boards. The offices provide job matching services for employers and job seekers, including unemployment insurance claimants, veterans, migrant and seasonal farm workers, and persons with disabilities. Workforce Solutions offices may offer customized employment services to job seekers and employers, depending on the needs in their region.

Program History

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, known as the Employment Service. In 1998 the act was amended by the Workforce Investment Act (WIA), and the Employer Services program became part of the one-stop workforce system. The WIA emphasized improved coordination between the state workforce agency, adult education and literacy, and vocational rehabilitation services. It also granted more authority to local elected officials and local boards and required Employment Services to be provided through the Workforce Solutions offices. The mission remains the same under the Workforce Innovation and Opportunity Act: to assist job seekers in finding jobs and employers in finding qualified workers.

Performance Measures

Employment Services outcomes, efficiencies, and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Texas Labor Code, Chapter 303

Program Funded

Skills Development Fund

Purpose

The Skills Development program assists businesses and trade unions by financing the design and implementation of customized job training projects for new and incumbent workers.

Population Served

New and incumbent workers in need of new or upgraded skills training.

Administering Agency

State: The Texas Workforce Commission administers the Skills Development program, which is funded by state general revenue funds and the Employment and Training Investment Assessment. Funds are awarded as grants to public community and technical colleges and the Texas Engineering Extension Service (TEEX) through a year-round application process.

Statutory Authority

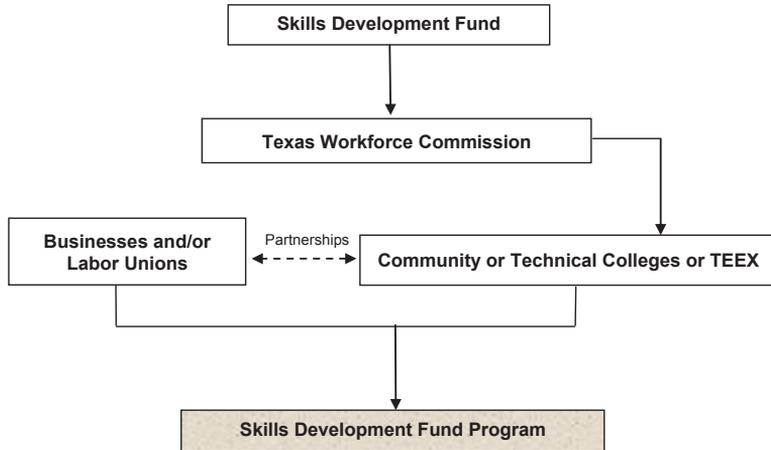
State: Texas Labor Code, Chapter 303

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Information: www.twc.state.tx.us/partners/skills-development-fund/

Funding and Service Delivery



Skills Development Fund

Texas Workforce Commission
Workforce Business Services
101 East 15th Street
Austin, Texas 78778
Telephone: (877) 463-1777
www.twc.state.tx.us

Program Description

Skills Development supports the growth of Texas businesses by helping workers acquire new skills or upgrade existing skills to advance their careers. A business, consortium of businesses, or trade union identifies a training need, and then partners with a community or technical college to provide the training. The college develops a proposal and submits it to the Texas Workforce Commission (TWC). The project must be designed in partnership with the business, consortia, or trade union, and with input from the local workforce board. In addition to developing customized curricula, the college provides assessment services, facilitates training, and administers the grant. Once developed, the curriculum can be replicated to encourage the sharing of innovative training concepts. Skills Development grants can cover tuition, curriculum development, instructor fees, and training materials. The TWC provides technical assistance in the development of projects and proposals and works directly with employers, colleges, boards, and economic development partners throughout the life of the project to ensure employers get the training their workers need.

Program History

The Skills Development program was created in 1995 by the 74th Legislature. In 2005, the 79th Legislature established an Employment and Training Investment Assessment of one-tenth of one percent of wages, paid by employers subject to unemployment insurance tax in Texas. This assessment is deposited into a holding fund for the Skills Development program.

Performance Measures

Skills Development outcomes, efficiencies, and outputs are reported to state oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Trade Act of 1974, as Amended (2009, 2011)

Program Funded

Trade Adjustment Assistance

Purpose

The Trade Adjustment Assistance program provides reemployment services to individuals who lose their jobs due to foreign imports or a shift in production to foreign countries with which the U.S. has a free trade agreement.

Population Served

Workers whose employment is adversely affected by trade as certified by the U.S. Department of Labor (DOL).

Administering Agencies

Federal: The DOL's Employment and Training Administration (ETA) provides Trade Adjustment Assistance funding to states based on a formula allocation.

State: The Texas Workforce Commission distributes the funds to local workforce boards.

Statutory Authority

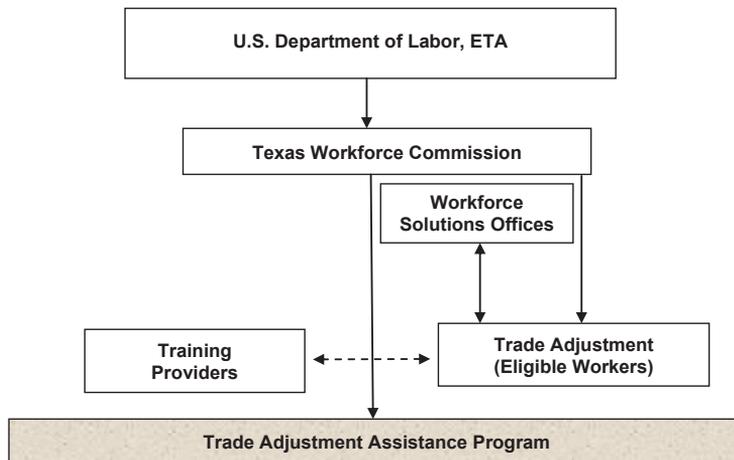
Federal: Trade Act of 1974 (Public Law 93-618) and as amended by the Trade and Globalization Adjustment Assistance Act of 2009 (Public Law 111-5) and the Trade Adjustment Assistance Extension Act of 2011 (Public Law 112-40)

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Documents: www.twc.state.tx.us/programs/trade-adjustment-assistance-program-overview/

Funding and Service Delivery



Trade Adjustment Assistance

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 463-2222
www.twc.state.tx.us

Program Description

A petition must be submitted to the U.S. Department of Labor (DOL) to receive a determination that a significant number of a company's employees lost their jobs as a result of imports or a shift in production or services to a foreign country. Benefits and services available to trade-impacted workers vary depending upon the Trade law in effect at the time of DOL certification. Trade-certified workers receive reemployment services at their local Workforce Solutions offices. Trade Adjustment Assistance funds training, job search and relocation allowances, and other services. Training assistance can be provided to trade-certified workers when no suitable work is available within their local commuting area. Training opportunities include on-the-job training, vocational or technical training, customized training, and remedial education as part of an occupational training program. Weekly trade readjustment allowances may be payable to eligible workers when their unemployment benefits are exhausted. The income is intended to provide financial support to participants and their families while the participants are in the program.

Program History

The Trade Act of 1974 established the Trade Adjustment Assistance program, which was modified significantly in 1994 by the North American Free Trade Agreement (NAFTA). The Trade Reform Act of 2002 amended the program and repealed the separate NAFTA training program. The Trade and Globalization Adjustment Assistance Act of 2009 (TGAAA), part of the American Recovery and Reinvestment Act of 2009, amended the Trade Act of 1974, expanding and reauthorizing Trade Adjustment. Before this legislation, the program benefited only manufacturing workers affected by shifts in production to a country with which the U.S. had a free trade agreement. The TGAAA expanded coverage to business services workers laid off because their jobs or the services they supplied were relocated to a foreign country, and required that training programs not be limited to the training programs available to individuals eligible for the Workforce Investment Act Dislocated Worker program. The 2009 amendments expired February 14, 2011, and the program reverted back to the 2002 amendments.

The Trade Act of 1974 has been amended numerous times since its enactment in January 1975. Therefore, the Trade Adjustment Assistance benefits that eligible workers may apply for at their local Workforce Solutions office depend on whether they are covered by the provisions of the Trade Act enacted in 2002, 2009, or the Trade Adjustment Assistance Extension Act of 2011 (TAAEA). The TAAEA of 2011 changed the group eligibility requirements, and individual benefits and services for some workers. Reversion 2014, the sunset provisions of the TAAEA, largely reverted the program to the provisions of the 2002 amendments, with some provisions carried forward from the 2011 TAAEA.

Performance Measures

Trade Adjustment Assistance outcomes and outputs are reported to state and federal oversight entities. This includes measures reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Title 38, U.S. Code, Chapter 41, Section 4103A

Program Funded

Veterans Employment and Training (E&T)

Purpose

Veterans E&T provides job search assistance and job development and referral for military veterans.

Population Served

Any person who served on active duty for more than 180 days and was discharged or released from active duty with other than a dishonorable discharge or was discharged or released from active duty because of a service-connected disability.

Administering Agencies

Federal: The U.S. Department of Labor's Veterans Employment and Training Service provides annual grants to states for administration of the program.

State: The Texas Veterans Commission administers the federally funded program through staff colocated in workforce centers around the state.

Statutory Authority

Federal: Title 38, U.S. Code, Chapter 41, Section 4103A, as amended by the Jobs for Veterans Act of 2002

Program Funding and Planning Cycle

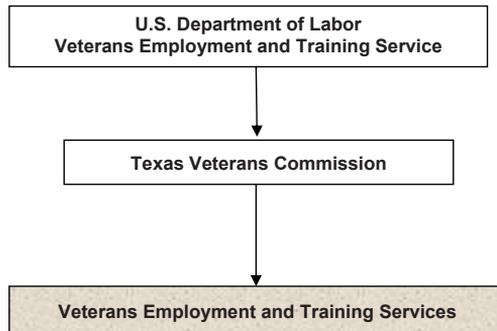
Funding/Program Year: July 1–June 30

Planning Documents:

Federal: www.doleta.gov/programs/VETS/

State: www.tvc.state.tx.us/documents/TVC_Strategic%20Plan_2014.pdf/

Funding and Service Delivery



Veterans Employment and Training

Texas Veterans Commission
Employment Services Division
1700 North Congress Avenue,
Suite 800
Austin, Texas 78701
Telephone: (512) 463-6826
www.tvc.state.tx.us

Program Description

The Texas Veterans Commission (TVC) employment representatives provide a full range of employment services. Veterans Employment and Training (E&T) includes the Disabled Veterans Outreach Program (DVOP) and the Local Veterans' Employment Representative Program (LVER). Both programs offer one-on-one assistance with job applications, resume preparation, job matching and searches, as well as other services for those with special needs. Veterans E&T staff is located in the workforce centers and seeks to ensure that veterans receive priority on all new job orders for which they are qualified.

The DVOP provides employment services to disabled veterans and also serves veterans who are economically or educationally disadvantaged. In addition, this program assists veterans who may have other significant barriers to employment, including homelessness. The primary aim of the DVOP is to maximize services to veterans in that target population. The LVER program assists recently separated veterans who have prior work experience. Veterans employment representatives conduct outreach activities that include planning and participating in job fairs, and also coordinate with providers and licensing agencies. In addition, they work with unions, apprenticeship programs, and business organizations to establish and promote employment and training opportunities for veterans. The LVER program focuses primarily on employer outreach, and works to promote veterans as job seekers with highly marketable skills and experience.

Program History

The LVER program was first authorized under the original GI Bill, the Servicemen's Readjustment Act of 1944. Since then, legislation has been enacted to increase benefits and entitlements for veterans. The Veterans' Rehabilitation and Education Amendments of 1980 authorized the DVOP. The 79th Legislature transferred the administration of this program from the Texas Workforce Commission to the TVC in 2005, effective April 2006.

Performance Measures

Veterans E&T outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

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SECTION 2: PROGRAMS FOR ADULTS WITH BARRIERS

Program	Federal Funding Agency	State Agency That Funds Flow To or Through
Adult Education – Workforce Innovation and Opportunity Act, Title II	U.S. Department of Education	Texas Workforce Commission
Rehabilitation Services – Workforce Innovation and Opportunity Act, Title IV	U.S. Department of Labor	Health and Human Services Commission
Postsecondary Community and Technical College Corrections	U.S. Department of Education	Texas Department of Criminal Justice
Senior Community Service Employment Program	U.S. Department of Labor	Texas Workforce Commission
Self-Sufficiency Fund	U.S. Department of Health and Human Services	Texas Workforce Commission
Secondary Academic Education Windham	U.S. Department of Labor	Texas Workforce Commission
Secondary Technical Education Windham	U.S. Department of Labor	Texas Workforce Commission
Supplemental Nutrition Assistance Program Employment and Training	U.S. Department of Agriculture	Texas Workforce Commission
Temporary Assistance for Needy Families Choices	U.S. Department of Health and Human Services	Texas Workforce Commission

Adult Education and Family Literacy Act

Program Funded

Adult Education – Workforce Innovation and Opportunity Act (WIOA), Title II

Purpose

Adult education programs provide services and instruction for adult education and literacy.

Population served

Individuals who are at least 16 years of age and not registered in a secondary school and who lack sufficient mastery of basic education skills to function effectively in society; or who lack a high school diploma or the equivalent; or who cannot speak, read, or write the English language.

Administering Agencies

Federal: The U.S. Department of Education provides a funding allotment to each state for adult education.

State: The Texas Workforce Commission awards funds to local, eligible providers through a competitive grant process. Previously, the Texas Education Agency disbursed funding to 55 fiscal agents for adult education cooperatives that offered an array of adult education services, and also funded additional providers who served immigrants with English literacy and civics education. Additional organizations provided services as affiliates of one of the cooperatives.

Statutory Authority

Federal: Workforce Innovation and Opportunity Act (Public Law 113-128), Title II: Adult Education and Family Literacy Act

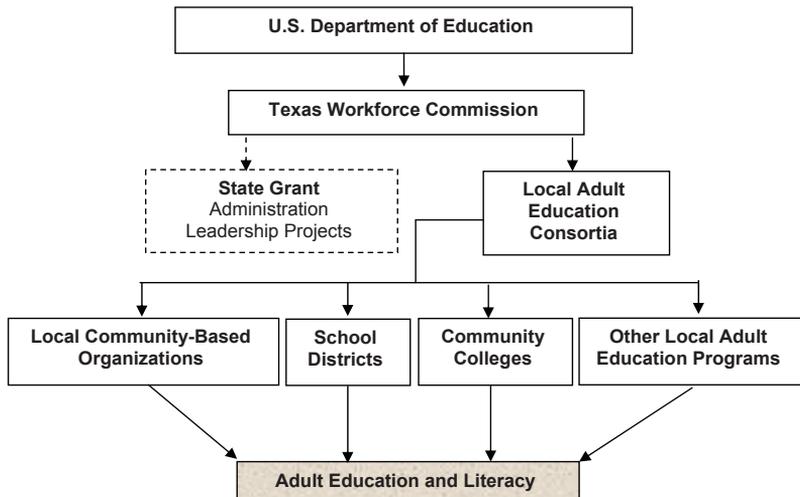
State: Texas Labor Code, Chapter 315

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Adult Education – Workforce Innovation and Opportunity Act, Title II

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (855) 594-0012
www.twc.state.tx.us

Program Description

Adult education and basic literacy services include assisting adults to become literate and obtain the knowledge and skills necessary for employment and self-sufficiency; obtain the skills necessary to become full partners in the educational development of their children; and complete secondary education. Adult basic education (ABE) programs provide basic instruction in reading, writing, and math, including employee basic skills and work readiness skills, English as a second language (ESL), and General Educational Development (GED) preparation to out-of-school youth and adults functioning at less than a secondary education completion level. ABE classes are conducted in schools, churches, community-based organizations, workforce development centers, libraries, and in community colleges. Adult secondary education (ASE) includes instruction below college level in reading, writing, literature, mathematics, science, and social studies for adults who do not have a high school diploma or its equivalent. ASE can be context-specific, but often prepares adults for high school completion or the GED test. ESL instruction is for adults who are beyond the age of compulsory education and lack competence and proficiency in English and provides intensive instruction in listening, speaking, reading, writing, and comprehending English. English literacy and civics programs also provide both English literacy instruction and civics education such as the rights and responsibilities of citizenship, importance of civic participation, procedures for naturalization, principles of the U.S. Constitution, and history of the United States.

The Workforce Innovation and Opportunity Act (WIOA) expands the purpose of adult education to emphasize that activities should increase an individual's ability to transition to postsecondary education and obtain employment. It also promotes the integration of adult education with occupational education and training, including the development of career pathways systems, and encourages collaboration with employers.

Program History

Federal adult education legislation was enacted in 1965, incorporated as Title II of the Workforce Investment Act of 1998, and amended in 2014 as Title II of the WIOA. Recent Texas law directed the Texas Workforce Commission (TWC), the Texas Higher Education Coordinating Board, and the Texas Education Agency (TEA) to collaborate on the implementation of adult education services and designated the Council to evaluate the effectiveness of these programs. In 2013, administrative responsibility for the program was transferred from the TEA to the TWC, which is required by the legislature to consult with the Council to develop a comprehensive plan for delivery of services.

Performance Measures

Outcomes and outputs for this program are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Workforce Innovation and Opportunity Act, Title IV

Programs Funded

Rehabilitation Services – Workforce Innovation and Opportunity Act (WIOA), Title IV (includes blind and rehabilitation services)

Purpose

Blind and vocational rehabilitation services include counseling, training, medical treatment, assistive devices, job placement assistance, and other services for adults with disabilities to prepare them for the workforce.

Population Served

Adults with disabilities or who are blind or visually impaired.

Administering Agencies

Federal: The U.S. Department of Education provides a funding grant to the state through the Rehabilitation Services Administration division.

State: The Department of Assistive and Rehabilitative Services of the Health and Human Services Commission operates the program throughout the state.

Statutory Authority

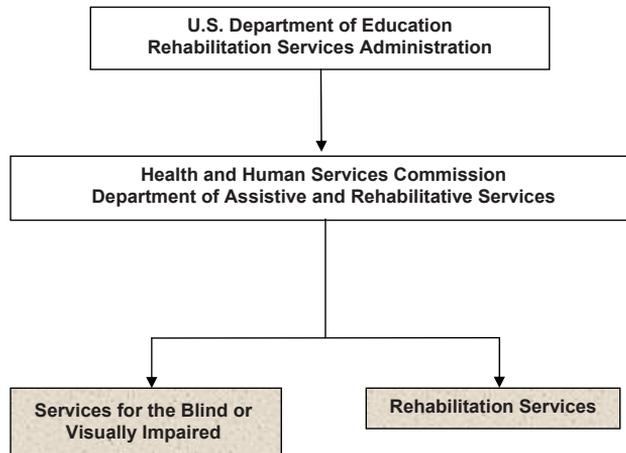
Federal: Workforce Innovation and Opportunity Act (WIOA) (Public Law 113-128), Title IV

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Rehabilitation Services – Workforce Innovation and Opportunity Act, Title IV (includes Blind and Rehabilitation Services)

Department of Assistive and
Rehabilitative Services
4800 North Lamar Blvd.
Austin, Texas 78756
Telephone: (512) 377-0800
www.dars.state.tx.us

Program Description

Blind Services -- The Department of Assistive and Rehabilitative Services (DARS) operates services for the blind or visually impaired. DARS' Division for Blind Services (DBS) assists blind or visually impaired people and their families. The DBS offers services and training designed to enable Texans to function in school, their communities, and at work as independently as possible. To reach these goals, the DBS offers customized services including assessment, counseling, vocational training for job skills, and job search and placement services.

Rehabilitation Services -- DARS also operates rehabilitation services for persons with disabilities. The DARS' Division for Rehabilitation Services works with individuals with physical or mental disabilities to help them prepare for, find, and keep jobs. Vocational rehabilitation program counselors work with individuals to develop an employment goal along with a program of vocational rehabilitation necessary to achieve the goal. Services are tailored to individual needs and include medical, physiological, and vocational evaluations to define the nature and degree of disability in relation to the consumer's job capabilities.

The program also assists high school students with disabilities as they transition from secondary school to work or higher education and also provides ongoing support to consumers in order to maintain employment. The primary objective is to help participants gain and maintain competitive, full-time employment. Depending on the individual's functional limitations, however, other outcomes are sometimes more appropriate, such as part-time employment or supported employment. To meet these objectives, a series of customized services are offered such as assessment, counseling, vocational and other training services, physical restoration services (including corrective surgery), and job search and placement services.

Program History

The Social Security Act of 1935 made vocational rehabilitation a permanent federal program. Additional services, as well as civil rights protection for the disabled, were enacted into federal law under the Rehabilitation Act of 1973, amended in 1992, reenacted by Congress in 1998 as part of the Workforce Investment Act, and amended in 2014 as part of the Workforce Innovation and Opportunity Act.

Performance Measures

Outcomes and outputs for these programs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Higher Education Act, Title VIII, Part D

Program Funded

Postsecondary Community and Technical College Corrections

Purpose

This program provides postsecondary academic and technical education to offenders incarcerated in state prisons and state jails.

Population Served

The program assists individuals age 35 and younger in state prisons and state jails who have a high school diploma or the equivalent if they are within seven years of parole eligibility. In addition, offenders must not have been convicted of certain sexually violent offenses or murder, or a criminal offense against a victim who is a minor.

Administering Agencies

Federal: The U.S. Department of Education's Office of Career, Technical, and Adult Education provides formula grants to states.

State: The Texas Department of Criminal Justice administers the funding provided to community colleges for program activities.

Statutory Authority

Federal: Higher Education Act of 1965, Title VIII, Part D, Section 821 as amended in 1998

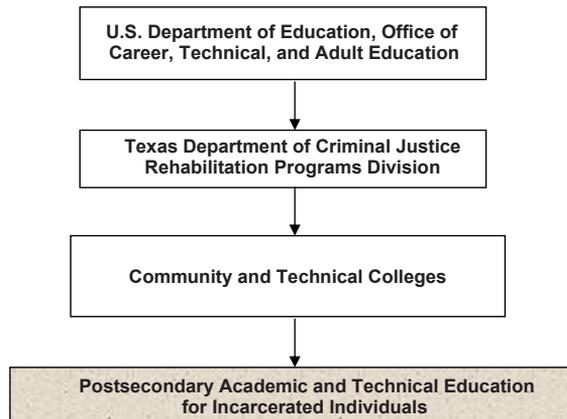
Program Funding and Planning Cycle

Funding/Program Year: October 1–September 30

Planning Document: Texas Department of Justice Strategic Plan 2015-2019:

www.tdcj.state.tx.us/documents/finance/Agency_Strategic_Plan_FY2015-19.pdf

Funding and Service Delivery



Postsecondary Community and Technical College Corrections

Texas Department of Criminal Justice
Rehabilitation Programs Division
P.O. Box 99
Huntsville, Texas 77340
Telephone: (936) 437-2180
www.tdcj.state.tx.us

Program Description

The Texas Department of Criminal Justice (TDCJ) contracts for postsecondary education services with community and technical colleges and state universities that operate the programs in geographic areas where TDCJ units are located. All offenders participating in these programs must meet the academic and/or vocational criteria for admission as outlined in the respective college or university bulletin. The TDCJ has criteria that must also be met and there is a requirement that all offenders receive security and classification clearance before entry into the program. The program serves to enhance the academic and vocational programs by allowing students in the program to take a full-time academic course load, or to take vocational courses.

Program History

A state appropriation from general revenue was initiated in 1994, and the TDCJ began administering the program through its Windham School District. Federal funds are authorized under the Higher Education Act of 1965, Title VIII, Part D, as amended in 1998. Formerly known as the youthful offender grant, the program provided funds to state correctional education agencies to assist and encourage incarcerated young adults to acquire functional literacy and life and job skills through the pursuit of postsecondary education certificates, associate's degrees, and bachelor's degrees. Beginning in 2009, the grant was discontinued and the Windham School District was awarded the transition training program. A rider in the state budget enacted by the Texas Legislature in 2013 made the TDCJ's Rehabilitation Programs Division the new administrator of the program. The program continues to assist offenders in obtaining postsecondary education, postsecondary vocational training, and related services.

Performance Measures

Postsecondary education for incarcerated individuals education outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Older Americans Act, Title V

Program Funded

Senior Community Service Employment Program (SCSEP)

Purpose

The SCSEP provides training and employment services to eligible low-income job seekers age 55 and older.

Population Served

Low-income adults age 55 or older.

Administering Agencies

Federal: The U.S. Department of Labor's Employment and Training Administration funds both state and national organizations to administer the program.

State: The Texas Workforce Commission has been designated by the Governor to administer the state's portion of the SCSEP. The state provides 10 percent of state-level administrative costs.

Statutory Authority

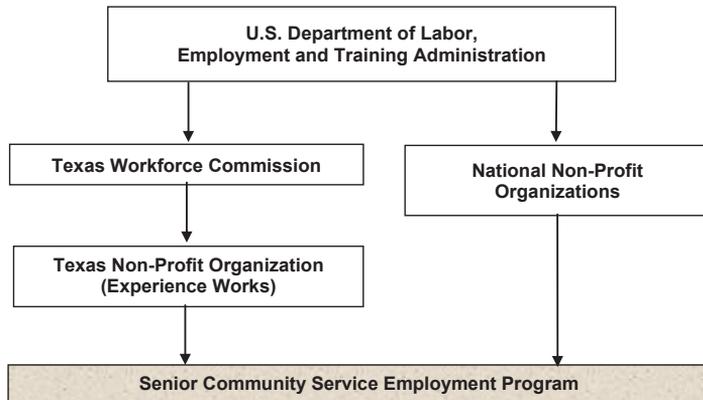
Federal: Older Americans Act, Title V

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Planning Document: Senior Community Service Employment Program State Plan:

www.twc.state.tx.us/programs/senior-community-service-employment-program-program-overview/

Funding and Service Delivery

Senior Community Service Employment Program

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 936-2146
www.twc.state.tx.us

Program Description

The purpose of the Senior Community Service Employment Program (SCSEP) is to provide low-income senior Texans with on-the-job training in community service assignments and support services to enable them to obtain unsubsidized employment. The Texas Workforce Commission (TWC) administers the state's portion of the program, primarily in rural communities, and contracts with a national organization, Experience Works, to manage the day-to-day program operations. The TWC provides oversight and technical assistance; manages statewide planning and coordination, grant application, and performance reporting; interfaces with the U.S. Department of Labor (DOL); and supports outreach efforts. As the state contractor, Experience Works currently serves 88 Texas counties. The DOL also contracts with five national organizations to provide training and employment services to older Texans in the remaining counties.

Program participants gain competitive job skills and refine existing skills through paid part-time on-the-job training at non-profit organizations and governmental entities such as school districts and city, county, state, and federal agencies. Participants earn minimum wages during their training and provide valuable community services. The SCSEP also coordinates with Workforce Solutions offices to assist program participants to become "job ready" and obtain unsubsidized employment with public and private entities.

Program History

The SCSEP is authorized by the Older Americans Act of 1965 (Title V) as amended by Public Law 109-365 in 2006. The U.S. Health and Human Services Department administers the other eight titles of this act, and the DOL administers the program.

Performance Measures

SCSEP outcomes and outputs are reported to state and federal oversight entities. This includes measures reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Texas Labor Code, Chapter 309

Program Funded
Self-Sufficiency Fund

Purpose
The Self-Sufficiency Fund program assists businesses and trade unions by financing the design and implementation of customized job training projects for low-income adults.

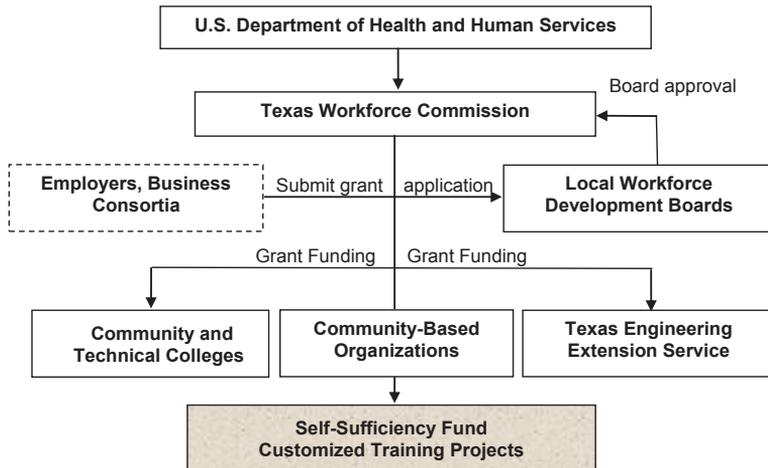
Population Served
Recipients of Temporary Assistance for Needy Families (TANF), Supplemental Nutritional Assistance Program (SNAP), or a parent, including a noncustodial parent, whose annual wages are at or below \$37,000.

Administering Agencies
Federal: The U.S. Department of Health and Human Services provides TANF or SNAP benefits to individuals who meet eligibility requirements.
State: The Texas Workforce Commission administers the Self-Sufficiency Fund program by distributing the associated federal funds for customized job training projects to public community and technical colleges, a higher education extension service, or community-based organizations for the creation of new jobs and/or the retraining of the existing workforce.

Statutory Authority
State: Texas Labor Code, Chapter 309

Program Funding and Planning Cycle
Funding/Program Year: September 1–August 31
Program Information: www.twc.state.tx.us/programs/self-sufficiency-program-overview/

Funding and Service Delivery



Self-Sufficiency Fund

Texas Workforce Commission
Workforce Business Services
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 463-8844
www.twc.state.tx.us

Program Description

The Self-Sufficiency Fund program provides training for targeted employment opportunities primarily for adult Temporary Assistance for Needy Families (TANF) recipients, as well as for individuals at risk of becoming dependent on public assistance. The Texas Workforce Commission (TWC) awards grants to a community/technical college, community-based organization, or state extension service, in partnership with an employer or consortium of employers. Grants may be used for customized job training and for support services such as child care and transportation.

To ensure the eligibility of adults participating in the training program, grantees are encouraged to establish referral and eligibility procedures with local workforce board contractors and Workforce Solutions offices, or to have a clear methodology in place to ensure eligibility of participants. Participating employers agree to hire 85 percent or more of the graduates of the program. The TWC provides technical assistance by helping with the development of quality projects and reviewing proposals prior to formal submission.

Program History

Created by the 76th Legislature in 1999, the Self-Sufficiency Fund program was modeled after the Skills Development Fund. The program was created in response to the change in federal welfare laws. The Self-Sufficiency Fund program originally targeted TANF recipients and was later expanded to include Supplemental Nutrition Assistance Program recipients and other low-income individuals at risk of becoming dependent on public assistance.

Performance Measures

Self-Sufficiency outcomes, efficiencies, and outputs are reported to state oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Texas Education Code, Chapter 19

Program Funded

Secondary Academic Education Windham

Purpose

The program provides academic secondary education for adults incarcerated in Texas prisons and state jails who have the objective of obtaining a high school diploma or General Educational Development certificate.

Population Served

Incarcerated adults who do not have a high school diploma or the equivalent. Offenders less than 22 years of age have the highest priority for enrollment in academic classes, followed by offenders who are 22 to 34 years of age, particularly those with the lowest levels of educational achievement.

Administering Agencies

Federal: The U.S. Department of Education provides a grant through its Office of Career, Technical, and Adult Education.

State: The Windham School District provides academic education with oversight from the Texas Education Agency in cooperation with the Texas Department of Criminal Justice.

Statutory Authority

State: Texas Education Code, Chapter 19

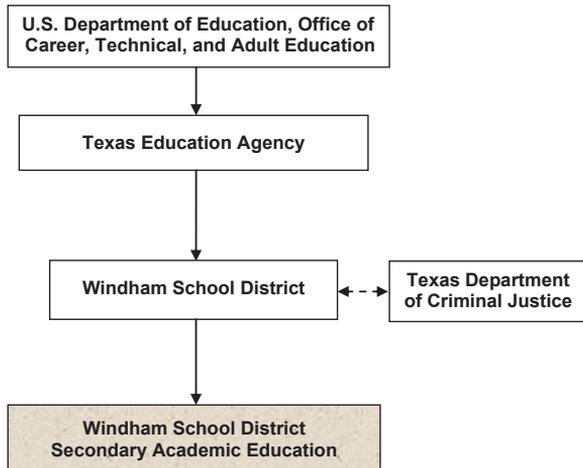
Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Document: Windham Strategic Plan 2015–2019:

www.windhamschooldistrict.org/images/PDF/strategic_plan/2015_2019_Strategic_Plan.pdf

Funding and Service Delivery



Secondary Academic Education Windham

Windham School District
P.O. Box 40
Huntsville, Texas 77320
Telephone: (936) 291-5303
www.windhamschooldistrict.org

Program Description

The Windham School District provides adult basic education for offenders functioning below the sixth-grade level, and secondary-level adult education for those who are working toward attainment of a General Educational Development certificate. The goals of the district in educating its students are to reduce recidivism; reduce the cost of confinement or imprisonment; increase the success of former inmates in obtaining and maintaining employment; and provide an incentive to inmates to behave in positive ways during confinement or imprisonment.

Program History

The Windham School District was established in 1969 to provide academic and vocational programs for incarcerated offenders in state jails and prisons. The academic program was created in response to legislation (Senate Bill 35, 61st Legislature) authorizing the provision of educational programs for incarcerated offenders. Chapter 19 of Senate Bill 1, adopted in 1995 by the 74th Legislature, reauthorized the Windham School District. The Texas Education Code requires that the district develop educational and vocational training programs specifically designed for eligible inmates.

Performance Measures

Academic education for incarcerated adults outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Carl D. Perkins Career and Technical Education Act of 2006

Program Funded

Secondary Technical Education Windham

Purpose

The program provides technical education courses for incarcerated adults, including occupational training leading to industry certification or licensure.

Population Served

Incarcerated adults in state prisons and jails who do not have a consistent work history, marketable job skills, or prospects for employment upon release. Offenders who are less than 35 years of age and within five years of their projected release date have the highest priority for enrollment in vocational classes.

Administering Agencies

Federal: The U.S. Department of Education provides Perkins funding to the states through its Office of Career, Technical, and Adult Education.

State: The Windham School District provides career and technical education with oversight from the Texas Education Agency in cooperation with Texas Department of Criminal Justice.

Statutory Authority

Federal: Carl D. Perkins Career and Technical Education Act of 2006

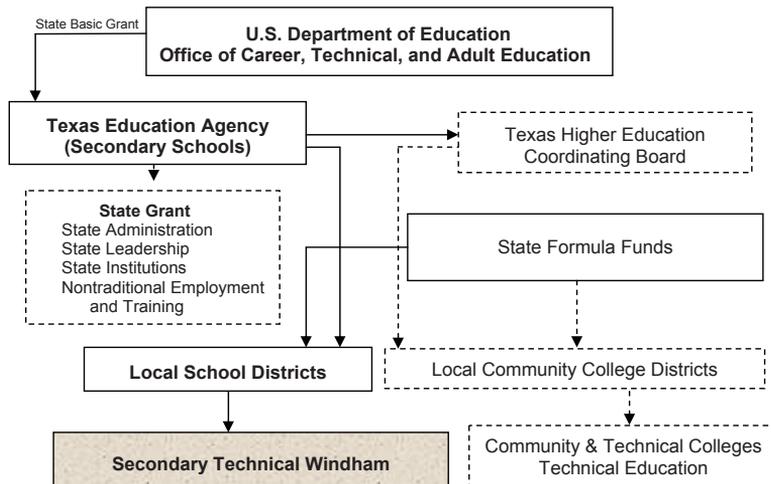
Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Five-Year Federal Plan: Texas State Plan for Career and Technical Education:

<http://tea.texas.gov/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=25769808288&libID=25769808290>

Funding and Service Delivery



Secondary Technical Education Windham

Windham School District
P.O. Box 40
Huntsville, Texas 77320
Telephone: (936) 291-5303
www.windhamschooldistrict.org

Program Description

The Windham School District provides secondary career and technical education (CTE) programs for adults incarcerated in state prisons and jails. The district administers the program with oversight from the Texas Education Agency. The district provides training to entry-level business/industry standards and offers opportunities for students to earn industry certification from various certifying agencies. The goals are to reduce recidivism and assist offenders in becoming responsible and productive members of society by teaching them the skills needed to obtain and maintain employment.

Program History

The Windham School District was created in 1969 to provide academic and vocational programs for incarcerated offenders in state jails. The district was reauthorized by the legislature in 1995. The Texas Education Code requires that the district shall develop educational and vocational training programs specifically designed for eligible inmates. Federal legislation for CTE dates to the Smith-Hughes Act of 1917, which was the first major federal legislation to encourage vocational education at the secondary level. The Vocational Education Act of 1963 and its 1968 and 1976 amendments increased the amount of funds available and greatly expanded vocational education. The act defined vocational education more broadly as vocational or technical training or retraining given in schools or classes and conducted as a part of a program designed to fit individuals for gainful employment as semi-skilled workers or technicians in recognized occupations, including business and office occupations. The Carl D. Perkins Career and Technical Education Improvement Act was passed in 2006 and is the fourth version of the Perkins vocational legislation, originally enacted in 1984. The current law allows more state flexibility and emphasizes CTE programs, integrating academic and career technical education, technology use, teacher training, distance learning, and coursework that leads to industry certifications.

Performance Measures

CTE outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Food and Nutrition Act

Program Funded

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

Purpose

The program assists SNAP benefit recipients to obtain employment through participation in work programs and education and training activities.

Population Served

SNAP benefits recipients who are determined to be mandatory work registrants, who are unemployed or employed less than full time, and who are able to work.

Administering Agencies

Federal: The U.S. Department of Agriculture, Food and Nutrition Service allocates grant funding to the states.

State: The Texas Workforce Commission (TWC) disburses both state and federal funding to the local workforce boards for this program. The TWC receives a 100 percent federal grant from the U.S. Department of Agriculture. In addition to the 100 percent federal grant, states have the flexibility to access federal matching funds to provide services at a 50/50 matching rate.

Statutory Authority

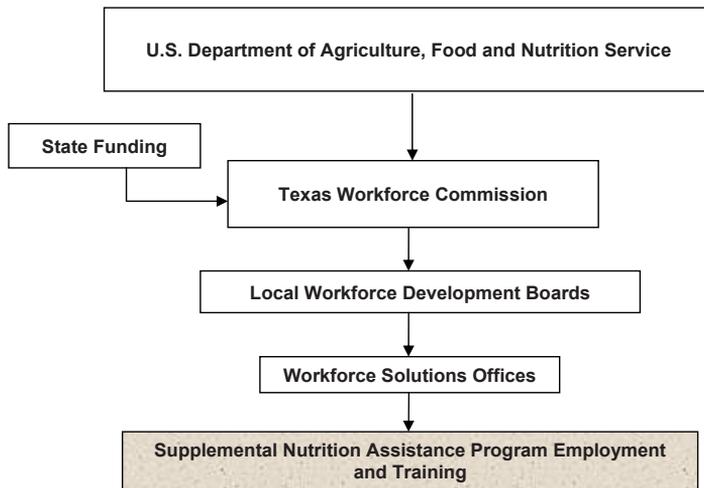
Federal: Food and Nutrition Act

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Document: www.twc.state.tx.us/programs/supplemental-nutrition-assistance-program-employment-training-program-overview/

Funding and Service Delivery



Supplemental Nutrition Assistance Program Employment and Training

Texas Workforce Commission
Employment Services Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 463-2222
www.twc.state.tx.us

Program Description

Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) services are provided to SNAP benefit recipients who are classified as either general population (GP) or able-bodied adults without dependents (ABAWD). GP recipients are individuals ages 16 to 59 who are not employed, or are employed fewer than 30 hours per week. ABAWD recipients are individuals at least 18 years of age, but less than 50, not employed, or are employed less than 20 hours per week. Both GP and ABAWD participants and exempt SNAP recipients must participate in assigned SNAP E&T activities for a minimum weekly average of at least 30 hours. Services include job search assistance, job readiness training, basic education, occupational training, work experience, and related support services. Payment for General Educational Development testing is also available.

Program History

The Food Stamp program began as a pilot program in 1961 and was made permanent in 1964. The Food Stamp Act of 1964 (Public Law 88-525) created the Food Stamp program to allow families in need to have a nutritionally adequate diet using government-issued coupon allotments. Congress amended the Food Stamp Act in 1971 (Public Law 91-671), establishing certain work search requirements for food stamp recipients. The Food Security Act of 1985 (Public Law 99-198) created the Food Stamp Employment and Training program. The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (Public Law 104-193) and the Balanced Budget Act of 1997 included a new work requirement on food stamp recipients between the ages of 18 and 50 who have no dependents. The Food, Conservation, and Energy Act of 2008 changed the name of the Food Stamp program to SNAP.

Performance Measures

SNAP E&T outcomes, efficiencies, and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Personal Responsibility and Work Opportunity Reconciliation Act

Programs Funded

Temporary Assistance for Needy Families Choices (TANF Choices)

Purpose

TANF Choices provides employment, training, and job retention services for applicants, recipients, and former recipients of TANF cash assistance.

Population Served

Eligible single-parent families and eligible two-parent families with children.

Administering Agencies

Federal: The U. S. Department of Health and Human Services administers the TANF block grant through the Office of Family Policy in its Administration for Children and Families.

State: The Texas Health and Human Services Commission (HHSC) administers TANF eligibility determination, benefits disbursement, and sanctions imposition. The Texas Workforce Commission (TWC) administers the Choices program through its network of local workforce boards and their Workforce Solutions Offices.

Statutory Authority

Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (Public Law 104-193)

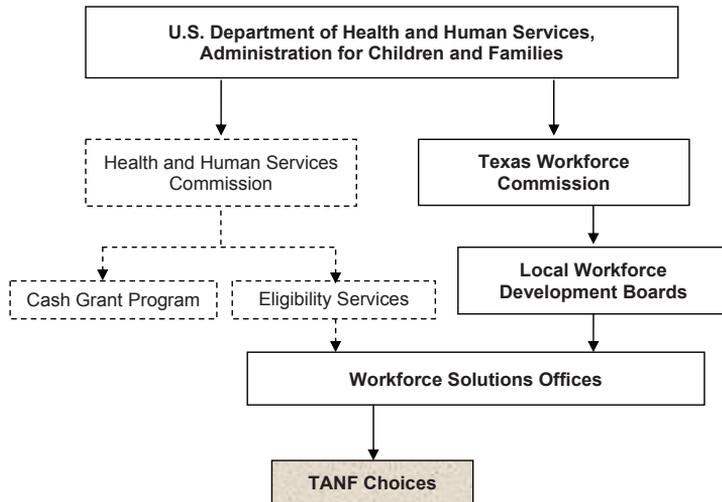
Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

TWC: www.twc.state.tx.us/programs/choices-program-overview/

HHSC: www.hhsc.state.tx.us/reports/2014/TANF-State-Plan-2013.pdf/

Funding and Service Delivery



Temporary Assistance for Needy Families Choices

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 936-0697
www.twc.state.tx.us

Program Description

Temporary Assistance for Needy Families Choices (TANF Choices) helps disadvantaged Texans transition from public assistance to self-sufficiency. The program, which is available to TANF benefit recipients, requires that recipients actively engage in work activities in order to qualify for the benefits. Participation begins with the workforce orientation for applicants, which is an introduction to workforce services. TANF applicants are required to attend this orientation as a condition of eligibility unless the Health and Human Services Commission (HHSC) exempts them. Once certified for benefits, TANF recipients must attend an employment planning session. Choices program services include case management, assessment, development of a family employment plan, job search assistance, subsidized and unsubsidized employment, on-the-job training, unpaid work experience and community service, and support services. Services may also include training through co-enrollment in the Workforce Innovation and Opportunity Act program. Choices support services may include child care, transportation, and work-related expenses that enable recipients to participate in program activities and to accept and maintain employment. Services will vary based upon local service strategies. Teenagers who are heads of household are encouraged to finish high school or to receive their General Educational Development certificate before entering employment activities. While TANF Choices is administered by the Texas Workforce Commission, TANF recipients receive grant benefits through the HHSC.

Program History

TANF was created as a part of Personal Responsibility and Work Opportunity Reconciliation Act in 1996, replacing the public assistance programs known as Aid to Families with Dependent Children and the Job Opportunities and Basic Skills Training program. Texas was among the first states to implement the program, grandfathering in most of the provisions of Texas' welfare reform legislation from the previous year. On October 1, 2001, Texas created a TANF state-funded program specifically serving two-parent households. One or both adults in a two-parent household are responsible for meeting the family's mandatory work requirement. TANF was reauthorized in the Budget Reconciliation Act of 2005. TANF awaits reauthorization in Congress, which was originally scheduled for 2010.

Performance Measures

TANF outcomes, efficiencies, and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

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SECTION 3: PROGRAMS FOR YOUTH

Program	Federal Funding Agency	State Agency That Funds Flow To or Through
Secondary Education	U.S. Department of Education	Texas Education Agency
Secondary Academic Education Corrections	U.S. Department of Education	Texas Education Agency
Perkins Secondary Career Technical Education	U.S. Department of Education	Texas Education Agency
Secondary Technical Education Corrections	U.S. Department of Education	Texas Education Agency
Youth – Workforce Innovation and Opportunity Act, Title I	U.S. Department of Labor	Texas Workforce Commission

Texas Education Code, Chapter 4

Programs Funded

Secondary Education and Secondary Academic Education Corrections

Purpose

Secondary academic education provides youth with opportunities for academic preparation to earn a high school diploma, enter the workforce, or continue their education in postsecondary educational institutions.

Population Served

Secondary students, under the age of 21.

Administering Agencies

Federal: The U.S. Department of Education provides funding for academic education to the states.

State: The Texas Education Agency oversees the state funding that is distributed to local independent school districts throughout the state.

Statutory Authority

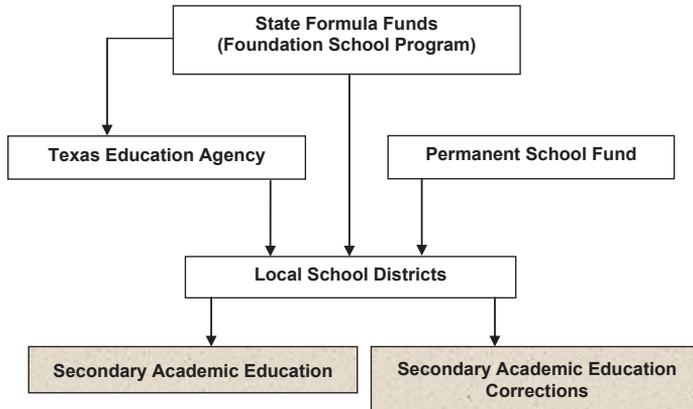
State: Texas Education Code, Chapter 4

Program Funding and Planning Cycle

Funding/Program Year: September 1–August 31

Planning Entity: P-16 Council: www.tea.state.tx.us/index2.aspx?id=4693&menu_id=814/

Funding and Service Delivery



Secondary Education and Secondary Academic Education Corrections

Texas Juvenile Justice Department
11209 Metric Boulevard
Austin, Texas 78758
Telephone: (512) 424-6700
www.tjjd.texas.gov

Program Description

Secondary education is provided through the independent school districts throughout the state. The Texas Juvenile Justice Department (TJJD) contracts secondary academic services from the Texas Education Agency (TEA) for incarcerated youth. These services are provided by local school districts in which TJJD facilities are located.

Increasing the rigor of the curriculum, improving test scores, reducing the dropout rate, and ensuring graduates are career or college ready have been the focus of recent legislative reforms. The TEA, particularly through its P-16 initiative, provides policy guidance for statewide career and college readiness activities. The state P-16 Council, whose members include the commissioners of education and higher education, as well as the Texas Workforce Commission executive director, is tasked with helping to coordinate educational policy efforts between public K-12 education and higher education entities and developing and strengthening partnerships and relationships between public education, higher education, and the civic and business communities.

Program History

Texas' public schools were established when the Republic of Texas set aside four leagues (17,712 acres) per county for support of public schools in 1840. The Permanent School Fund was established in 1845. The Foundation School Program was established in 1949 to apportion state funds to local school districts. Many reforms of public school education and finance have been enacted since that time.

Performance Measures

Academic education outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Carl D. Perkins Career and Technical Education Act of 2006

Programs Funded

Secondary Career Technical Education and Secondary Technical Education Corrections

Purpose

Secondary Career Technical Education and Secondary Technical Education Corrections prepare youth for a wide range of careers that may require varying levels of education, from high school and postsecondary certificates to two- and four-year college degrees.

Population Served

Secondary students in high schools and Texas Juvenile Justice Department facilities.

Administering Agencies

Federal: The U.S. Department of Education's Office of Career, Technical, and Adult Education provides Perkins funding to the states.

State: The Texas Education Agency is the designated agency for management and disbursement of Perkins career and technical education funding. By agreement with the Texas Higher Education Coordinating Board, funding is provided to support postsecondary career technical education programs. The State Board of Education determines the funding split between the two agencies. Currently, secondary programs receive 70 percent of funds, and postsecondary programs receive 30 percent.

Statutory Authority

Federal: Carl D. Perkins Career and Technical Education Act of 2006

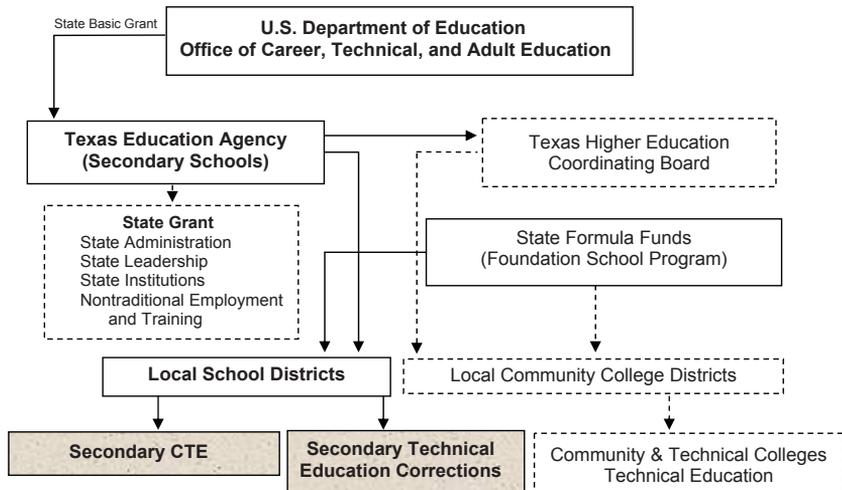
Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Five-Year Federal Plan: State Plan for Career and Technical Education

<http://tea.texas.gov/WorkArea/linkit.aspx?LinkIdentifier=id&ItemID=25769808288&libID=25769808290>

Funding and Service Delivery



Secondary Career Technical Education

Texas Education Agency
Division of Curriculum, Career
and Technical Education
1701 North Congress Avenue
Austin, Texas 78701
Telephone: (512) 463-9581
www.tea.state.tx.us

Program Description

Career Technical Education (CTE) courses are provided in high schools throughout the state to provide students with technical proficiency to prepare for successful careers and further postsecondary education. In general, CTE includes a sequence of courses that provides the relevant technical knowledge and skills needed to prepare for careers in current or emerging professions. Coursework might also include competency-based applied learning that contributes to the student's academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical and occupation-specific skills, and knowledge of all aspects of an industry, including entrepreneurship. In 2005, Texas began the process of reorganizing its CTE system from traditional CTE program areas to the national model of 16 career clusters and programs of study. AchieveTexas is a result of that process. AchieveTexas promotes curricula that combine rigorous academics with relevant career technical education. AchieveTexas also supports the goal of facilitating seamless transitions from secondary to postsecondary opportunities.

Program History

The Carl D. Perkins Career and Technical Education Improvement Act was passed in 2006 and is the fourth version of the Perkins vocational legislation initially passed in 1984. The current law allows more state flexibility and emphasizes CTE programs, integrating academic and career technical education, technology use, teacher training, distance learning, and coursework that leads to industry certifications.

Federal legislation for vocational education dates to the Smith-Hughes Act of 1917, which was the first major federal legislation to encourage vocational education at the secondary level. The Vocational Education Act of 1963 and its 1968 and 1976 amendments increased the amount of funds available and expanded vocational education. The act defined vocational education more broadly as vocational or technical training or retraining given in schools or classes and conducted as a part of a program designed to fit individuals for gainful employment as semi-skilled workers or technicians in recognized occupations, including business and office occupations.

Performance Measures

CTE outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

Secondary Technical Education Corrections

Texas Juvenile Justice Department
11209 Metric Boulevard
Austin, Texas 78758
Telephone: (512) 424-6700
www.tjjd.texas.gov

Program Description

This program provides technical education coursework for incarcerated youth in Texas Juvenile Justice Department (TJJD) facilities. The TJJD contracts services from the Texas Education Agency to oversee the provision of career technical education (CTE) courses in TJJD facilities.

Program History

These services are provided by local school districts in which TJJD facilities are located. The curriculum is the same and emphasizes the skills needed once the youth exit from the facilities.

Performance Measures

CTE outcomes and outputs are reported to state and federal oversight entities. These measures include those reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

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Workforce Innovation and Opportunity Act, Title I

Program Funded

Youth – Workforce Innovation and Opportunity Act (WIOA), Title I

Purpose

The WIOA program provides employment and training services for youth.

Population Served

The WIOA established separate criteria for out-of-school and in-school youth, including removing income eligibility requirements for most out-of-school youth and raising the eligible age (16-24) for such youth. In-school includes ages 14 (unless an individual with a disability attending school under state law) through 21.

Administering Agencies

Federal: The U.S. Department of Labor's Employment and Training Administration (ETA) funds the programs authorized by the WIOA through formula-based allocations to states.

State: The Texas Workforce Commission disburses these federal funds through formula allocation to the state's network of local workforce boards and their Workforce Solutions offices.

Statutory Authority

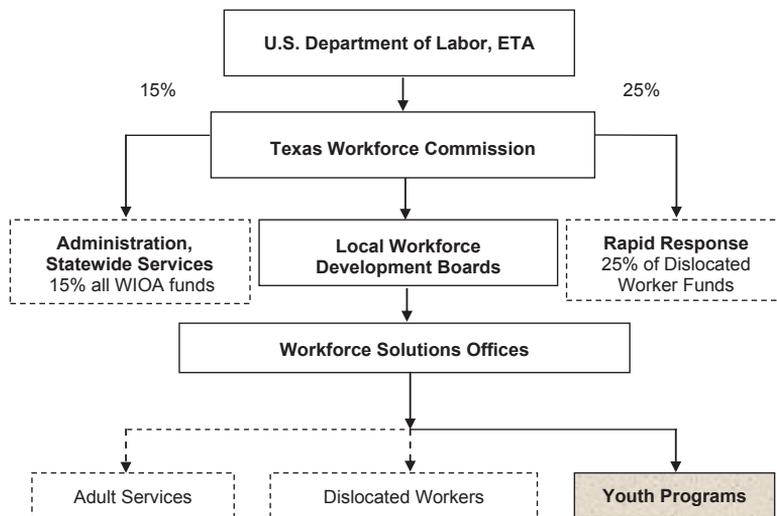
Federal: Workforce Innovation and Opportunity Act (Public Law 113-128), Title I

Program Funding and Planning Cycle

Funding/Program Year: July 1–June 30

Four-Year Federal Plan: The initial WIOA state plan is to be submitted to the secretary of labor by March 3, 2016.

Funding and Service Delivery



Youth – Workforce Innovation and Opportunity Act, Title I

Texas Workforce Commission
Workforce Development Division
101 East 15th Street
Austin, Texas 78778
Telephone: (512) 936-0697
www.twc.state.tx.us

Program Description

Youth Workforce Innovation and Opportunity Act (WIOA) services are available through Workforce Solutions offices, which are overseen by the state's 28 local workforce development boards. The WIOA requires the youth formula program spend at least 75 percent of funds on out-of-school youth, compared to 30 percent under the Workforce Investment Act (WIA). The WIOA places a new priority on work-based learning by providing that at least 20 percent of local youth formula funds be used for work experiences such as summer jobs, pre-apprenticeship training, on-the-job training, and internships that have academic and occupational education as a component. It also links services to the attainment of secondary school diplomas, entry into postsecondary education and career readiness, and to the attainment of postsecondary credentials aligned with in-demand industry sectors or occupations. Additional allowable activities include financial literacy education and entrepreneurial skills training.

Program History

Federal job assistance programs date back to the 1930s with the Works Project Administration, which, under the New Deal, employed millions of Americans to complete various public works projects across the country. In 1973, Congress enacted the Comprehensive Employment and Training Act (CETA) to train low-income and unemployed workers and provide them with subsidized employment and provide summer jobs for low-income high school students. In 1982, CETA was replaced with the Job Training Partnership Act (JTPA) continuing federally funded job training programs for low-skilled adults, dislocated workers, and youth. The JTPA was replaced by the WIA in 1998, which established the current system of program delivery under the administration of state and local workforce boards. In 2014, the WIA was superseded by the WIOA, with Title I providing authorization and funding for employment and training programs for adults, dislocated workers, and youth.

Performance Measures

Outcomes, efficiencies, and outputs for this program are reported to state and federal oversight entities. This includes measures reported to the Council and the Legislative Budget Board as part of the Formal measures required by Texas Government Code. Formal measures are included in the Council's most recent annual system evaluation report, located at http://gov.texas.gov/twic/workforce_system/.

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Texas Workforce Investment Council

System Partners

*Economic Development and Tourism
Texas Department of Criminal Justice
Texas Education Agency
Texas Health and Human Services Commission*

*Texas Higher Education Coordinating Board
Texas Juvenile Justice Department
Texas Veterans Commission
Texas Workforce Commission*

Council Members

Business and Industry Representatives

Wes Jurey (Chair), Arlington Chamber of Commerce
Mark Dunn, Dunn Construction, LLC
Thomas Halbouty, Pioneer Natural Resources
Matthew Maxfield, Seton Medical Center Harker Heights
Joyce Delores Taylor, Js Dynamic Transformations

Education Representatives

Carmen Olivas Graham, Socorro ISD
Larry Jeffus, Educational Consultant and Author
Richard Rhodes, Austin Community College District

Ex Officio Members Representing State Agencies

Bryan Daniel, Economic Development and Tourism
Kyle Janek, Texas Health and Human Services
Commission
Raymund Paredes, Texas Higher Education
Coordinating Board
Larry Temple, Texas Workforce Commission
Michael Williams, Texas Education Agency

Labor Representatives

Mark Barberena, General Motors Arlington Assembly
Robert Cross, Houston Area Plumbing JAC
Richard Hatfield, Airline Pilots Association
Robert Hawkins, United Association of Plumbers and
Pipe Fitters Local No. 529 (Retired)
Paul Jones, Texas Carpenters and Millwrights Training
Trust Fund

Community-Based Organization Representative

Sharla Hotchkiss (Vice Chair), Consultant and Trainer



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<http://gov.texas.gov/twic>