

Council Recommendations for the Texas workforce system:

Throughout FY 2010, the Council closely monitored progress by system partners to implement *Advancing Texas*. In December, members agreed on five priority recommendations that are essential to successful achievement of the plan's vision:

1. Increase the literacy, English language proficiency, and educational attainment of adult Texans. A strong regional infrastructure will enable consistent collaboration and resource sharing among providers of adult education services in each region, and barriers to transitioning between education levels must be removed. The Council encourages initiatives that:

- Coordinate adult education services in their regions, with specific metrics to measure progress.
- Remove the duplication between adult education and developmental education.

2. Increase high school completion and support effective strategies for dropout prevention. Career and technical education is both a critical and effective strategy to engage and retain students. The Council supports priorities to increase the relevance and rigor of academic education, and encourages initiatives that:

- Promote the value of career and technical education courses.
- Increase the number of career and technical education courses that count toward the 4x4 requirements of the recommended high school program.
- Offer relevant and rigorous career and technical education through coherent programs of study.

3. Graduate students from high school ready for both college and career and informed about career options and the educational pathways to take to enter the career of their choosing. The Council encourages initiatives that:

- Increase the effective and innovative strategies to educate students about the wide variety of rewarding careers and the educational pathways necessary to enter them.
- Promote the value of the full range of postsecondary educational and career opportunities that lead to rewarding careers with competitive wages.

4. Develop a consistent, transparent system for awarding college credit for courses taken in secondary schools, community colleges and universities. The Council encourages initiatives that:

- Increase the number of Texas students that earn college credit in high school.
- Provide greater access to dual credit courses.
- Increase community and technical college rates of transfer to four year institutions.
- Meet student and employer needs through strong education and training programs.
- Increase the consistency and frequency with which veterans are awarded college credit for experience and education attained during military service.

5. Develop data projections that will assist institutions of higher education to determine which programs will ensure an available workforce – today and tomorrow – with the skills and knowledge needed by Texas employers. The Council supports continued and enhanced alignment of the supply of educated, skilled workers with labor market demand, and encourages initiatives that:

- Assess labor market supply and demand, by local workforce area.
- Disseminate the results of the assessment each biennium, commencing in 2010.
- Align higher education programs with regional and state labor market demand.

Partners and Programs

The Texas workforce system is comprised of a number of programs, services and initiatives administered by eight state agencies, local workforce development 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 table below shows the partners and primary supporting programs which make up the Texas workforce system:

Texas Workforce System - Partners and Programs	
<p>Texas Department of Criminal Justice</p> <ul style="list-style-type: none"> • Postsecondary Academic and Technical Education • Windham School District Secondary Academic Education Secondary Technical Education <p>Texas Education Agency</p> <ul style="list-style-type: none"> • Adult Basic Education and Literacy • Secondary Schools Academic Education Career and Technical Education <p>Texas Health and Human Services Commission</p> <ul style="list-style-type: none"> • Temporary Assistance for Needy Families <p>Department of Assistive and Rehabilitative Services</p> <ul style="list-style-type: none"> • Services for the blind or visually impaired • Rehabilitative services <p>Texas Higher Education Coordinating Board</p> <ul style="list-style-type: none"> • Community and Technical Colleges Academic Education Technical Education 	<p>Texas Veterans Commission</p> <ul style="list-style-type: none"> • Veterans Employment and Training <p>Texas Workforce Commission</p> <ul style="list-style-type: none"> • Apprenticeship Training, Chapter 133 • Choices Program for TANF Adults • Employment Services (Job Matching) • Project RIO (Re-Integration of Offenders) • Self-Sufficiency Fund • Senior Community Service Employment Program • Skills Development Fund • Supplemental Nutrition Assistance Program Employment and Training • Trade Adjustment Assistance/NAFTA • Workforce Investment Act, Title I-B, employment and training services Adult Dislocated Workers Youth <p>Texas Youth Commission</p> <ul style="list-style-type: none"> • Secondary Academic Education • Secondary Technical Education



The *Program Directory 2010: A Guide to Funding and Programs Related to the Texas Workforce Development System* presents the programs comprising the Texas workforce system. Updated and produced annually, the 2010 *Directory* is the sixth edition. The *Directory* details the 20 workforce development programs as well as five academic programs administered by workforce system partner agencies. It identifies program funding sources and is a companion document to the system strategic plan and the annual evaluation report. The *Directory* is a concise reference for both policymakers and workforce system partners.

Annual Report

Fiscal Year 2010

September 1, 2009 - August 31, 2010



About the Council's Role in the Texas Workforce System

The Texas Workforce Investment Council (Council) was created in 1993 by the Governor and the Texas Legislature to promote the development of a highly-skilled and well-educated workforce in Texas. The Council assists the Governor and the Legislature with strategic planning, research and evaluation for the Texas workforce system. In addition to its responsibilities in state law, the Council functions as the State Workforce Investment Board under the federal Workforce Investment Act of 1998. The Council does not operate programs but works to foster collaboration among its partners and their programs. It also conducts planning, evaluation and research to support continuous improvement of the system.

The Texas workforce system includes programs, services and initiatives administered by eight state agencies and local workforce development boards, along with school districts, community and technical colleges, and local adult education providers. The Council's eight partner agencies are: Economic Development and Tourism within the Office of the Governor, Texas Department of Criminal Justice, Texas Education Agency, Texas Health and Human Services Commission, Texas Higher Education Coordinating Board, Texas Veterans Commission, Texas Workforce Commission and Texas Youth Commission.

There are 19 members on the Council. The Governor appoints 14 members representing business, organized labor, education and community-based organizations. The remaining five members are ex officio representatives of the Council's member state agencies.

One of the Council's chief responsibilities in state law is the development of a strategic plan for the Texas workforce system. After a year of planning and development, the Council approved *Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010 - FY2015) (Advancing Texas)* September 3, 2009. *Advancing Texas* was approved by the Governor on October 23, 2009.

In addition to the strategic plan, the Council produces a comprehensive annual system evaluation, research publications such as the *Texas Index*, a quarterly newsletter, a series on successful workforce programs and participants, and various papers and reports on critical and emerging issues. This annual report offers highlights of the Council's work during the fiscal year (FY) 2010. For more information, see: <http://governor.state.tx.us/twic/work/>.

Implementing *Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010 - FY2015) (Advancing Texas)*



Chapter 2308.104 of the Texas Government Code mandates the Council to develop a single strategic plan. *Advancing Texas* was approved by the Council and by Governor Perry in late 2009.

The yearlong strategic planning process began in July 2008 with the guidance of the Council’s Executive Committee, and engagement of the Council’s eight partner agencies and the Texas Association of Workforce Boards (TAWB). The Council’s System Integration Technical Advisory Committee (SITAC), charged with monitoring implementation of the plan

and reporting to the Council, launched the action plans in *Advancing Texas* in late 2009. SITAC includes a member of the Council’s Executive Committee and executive-level representatives from the eight partner agencies and TAWB. To enhance Texas’ competitiveness in the global economy, *Advancing Texas* contains 14 long term objectives (LTOs) that form a road map for achieving this goal:

- Assess Workforce Supply and Demand
- Implement Rigorous Career Technical Education to Increase Student High School Completion
- Facilitate Credit Transfer to Build Seamless Education Pathways
- Increase Employment Outcomes for Texans With Disabilities
- Increase Employment Outcomes for Veterans
- Increase Employment Outcomes for English Language Learners
- Increase Employment Outcomes for Individuals With Low Workplace Literacy
- Deliver Technical Education to Meet Employers’ Need for Skilled Workers
- Align State and Local Goals and Objectives for the Workforce System
- Gather Data to Determine Employer Need and Satisfaction
- Use Outcome Data to Improve Program Design and Delivery
- Improve Knowledge and Perception of the Value of Career Technical Education
- Increase Use of Apprenticeship to Meet Employers’ Need for Skilled Workers
- Use Critical Data to Monitor Texas’ Competitive Position

The Council is leading implementation of three LTOs. First, since Career Technical Education (CTE) is seen by many as a less desirable career option, the Council will design and implement a demonstration program by 2013 to improve the perception of career options within CTE programming. Second, as increasing shortages of workers with appropriate middle skills are becoming apparent, by 2013 the Council will design and implement a pilot program that expands the “earn while you learn” apprenticeship model to non-traditional and new occupations. Last, since data analysis is crucial for monitoring Texas’ competitive position in the global marketplace, the Council will continue to produce the *Texas Index*, a compilation of economic indicators.

Other work under *Advancing Texas* in FY 2010 includes efforts at partner agencies to create innovative models and partnerships between employers and rehabilitation providers that improve employment outcomes for Texans with disabilities and Texas veterans.

Partner actions and performance outcomes will be reported annually in the Council’s evaluation report to the Governor and Legislature. The first annual evaluation report will be presented to the Council in December 2010.

Evaluating Progress



Each December, the Texas Workforce Investment Council (Council) approves an annual evaluative report on Texas’ workforce development system. The recently concluded plan, *Destination 2010*, covered the strategic planning period of FY2004-FY2009.

Evaluation 2009: Accomplishments and Outcomes of the Texas Workforce Development System and Final Report on Destination 2010 report is the summative evaluation and includes: analysis of program and system performance based upon the Formal and Less Formal performance measures approved by the Governor; local workforce development board

and adult education activities; and an overview of system partner progress in implementing the six-year plan.

A major accomplishment of *Destination 2010* was the successful development of the System Integration Technical Advisory Committee’s role in leading plan implementation and fostering increased collaboration among system partners. Another accomplishment detailed in *Evaluation 2009* included developing and providing ongoing support for the Texas Work Explorer Portal. The report also includes information about partner agencies’ activities to gather information on their employer customers’ use of and satisfaction with the system products and services. *Evaluation 2009* also details the design and implementation of the Governor’s industry cluster initiative. Last, *Evaluation 2009* contains information about increasing coordination and alignment between partner agencies with regard to Adult Education.

Contained within the system evaluation report is a series of report cards that provide an analysis of system and program performance. Below are highlights:

Highlights - 2009 Workforce System Report Card	
Educational Achievement	448,581 participants completed a degree, certificate or other measure of educational achievement
Entered Employment	1,209,134 participants entered employment
Employment Retention	1,133,348 participants retained employment
Customers Served	5,268,340 participants received services



Profiles in Success is a series of brief reports highlighting programs within the Texas workforce system that feature interviews with successful program participants. Launched in July 2009, *Profiles* was developed in response to the Council’s request for information about the difference workforce system programs make in the lives of the individuals who participate in them. To date, it has featured registered apprenticeship, dual credit in high school, secondary and postsecondary CTE, Workforce Investment Act summer youth and dislocated worker programs, and vocational rehabilitation programs at the Department

of Assistive and Rehabilitative Services and Texas Veterans Commission. *Profiles* is distributed electronically to system partners and stakeholders.

Conducting Research

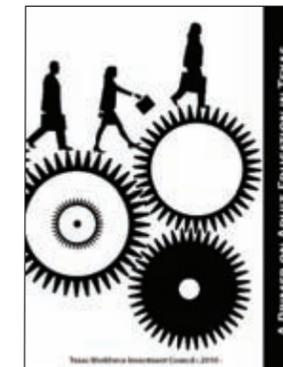


The *Texas Index 2009 (Index)*, in its fifth release, provides trend data for a series of indicators that show the state’s general workforce, education and economic health. The *Index* is distributed to the Governor, the Legislature and policymakers.

A skilled and well-educated workforce drives innovation, which in turn drives economic expansion and competitive advantage for Texas employers to succeed in the global marketplace. With this success comes an improved standard of living for the state’s citizens. This value proposition is illustrated by 42 indicators organized into four domains in the *Texas Index*:

- Training and Education
- Research and Development
- Market Composition and Characteristics
- Participant Access and Contribution

The *Texas Index* displays 95 charts and graphs with state and international comparative outputs. The 95 charts contain 2,964 data points from 265 data sets. The full effect on Texas from the current economic recession is not yet evident in the data gathered for the 2009 *Texas Index*. However, the 2006-2008 data included in this release show that Texas continued to fare well in the domains that deal with market composition and the economic well-being of citizens, where the majority of the indicators reflect a positive change.



In FY 2010, the Council published *A Primer on Adult Education in Texas* to support partner agencies in their work and to promote implementation of objectives related to Adult Education in the Council’s strategic plan, *Advancing Texas*. The report focuses on the Texas Education Agency’s (TEA) Adult Education programs funded by Title II of the Workforce Investment Act of 1998 (WIA Title II). Adult Education in Texas is governed by both state and federal law, with most of it falling under WIA Title II.

Adult Education service delivery in Texas is complex, and is provided by a number of different organizations operating at state, regional and community levels. For example, TEA provides funding to 55 fiscal agents, but also funds 37 additional providers of English Literacy and Civics Education for immigrants.

The Council’s research shows that Adult Education programs in Texas served three percent of the target population during the 2008-2009 school year, or approximately 100,393 people. However, the Council research conducted in cooperation with the Texas state demographer indicates that over 23 percent of Texans at least 16 years old, or 3,870,000 individuals, meet the federal definition of qualifying for Adult Education services. In 2009, the Texas Legislature provided \$20 million to state agencies to encourage them to collaborate and maximize new and existing programs. Therefore, the Council will continue its research for the objectives of increasing employment outcomes for English Language Learners and persons with low workplace literacy.