

**Expanding Registered Apprenticeship - Council Activities**

In developing *Advancing Texas*, the Council noted the impending shortage of skilled workers as a priority issue for the state workforce system. Therefore, one of the plan's objectives focuses on expanding registered apprenticeship as a strategy to address employer demand for skilled workers in Texas. **Its goal is to design and implement pilot programs demonstrating the flexibility of the traditional apprenticeship model by 2012. A further goal is to expand and replicate the model to new occupations, where appropriate, by 2015.**

The Council has outlined five phases for implementing this objective and charged its Executive Committee with oversight:

**Phase 1: Form a Statewide Apprenticeship Project Leadership Team to facilitate implementation.** The Council Chair appointed a leadership team, which conducted a search for potential projects in high-growth industries.

**Phase 2: Identify Projects.** The leadership team identified projects and made recommendations to the Executive Committee, which approved the following:

- **Community Health Worker** – the Coastal Area Health Education Center is training individuals from within communities to serve as liaisons between their citizens and local health and social services. The U.S. Department of Labor (DOL) recognized this apprenticeship in July 2010.
- **Comprehensive-National Electrician Solar Training** – the Austin Electrical Joint Apprenticeship Training Committee, the Capital Area Workforce Board and ImagineSolar provide training for new and incumbent electrical workers for solar construction projects in Central Texas.
- **Health Information Technology** – the Dallas-Fort Worth Hospital Council Education and Research Foundation trains workers in health information technology to implement systems that use electronic health records.
- **Information Technology** – New Horizons Computer Learning Centers trains workers for various IT positions. IT Project Manager and Computer Support Specialist occupational standards were submitted to DOL for approval in FY 2011.
- **Electrical Pre-Apprenticeship, Distance Learning and Outreach** – the Independent Electrical Contractors of Texas incorporates distance learning into its apprenticeship program as a new method of program delivery.

**Phase 3: Seek Funding to Support Projects.** Projects will seek federal, state and private funding to support themselves. The leadership team will assist in identifying opportunities as needed.

**Phase 4: Implement and Evaluate Projects.** With project selection complete, the leadership team's role has changed to providing support and technical assistance, identifying resources, and monitoring progress. A reporting schedule is in place, with updates made to the Council quarterly.

**Phase 5: Replicate Successful Projects.** The Council will publish a report on the projects and make recommendations for successful replication by 2015.

**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 educational, employment and economic success. The table below shows the partners and primary supporting programs that make up the Texas workforce system:

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



The *Texas Workforce System Program Directory 2011 (Directory 2011)* catalogues the many programs comprising the Texas workforce system in one publication. It details the 20 workforce development programs and five related academic programs administered by the State's workforce system partner agencies. *Directory 2011* is a companion document to the Council's system strategic plan, as well as its annual evaluation report. A concise reference for policymakers and stakeholders, the *Directory 2011* is distributed to system partners and stakeholders, and posted on the Council's website.

**Annual Report**

**Fiscal Year 2011**

**September 1, 2010 - August 31, 2011**



**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 well-educated and highly skilled 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.

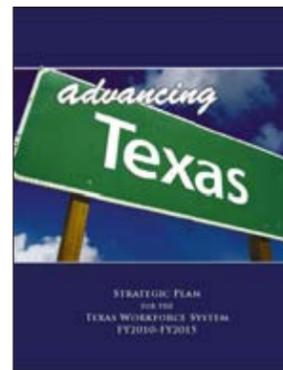
The Texas workforce system includes programs, services and initiatives administered by eight state agencies and local workforce development boards, along with school districts, community and technical colleges, and local adult education providers. The Council's eight partner agencies are: Economic Development and Tourism within the Office of the Governor, Texas Department of Criminal Justice, Texas Education Agency, Texas Health and Human Services Commission and its Department of Assistive and Rehabilitative Services, 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. The current plan, *Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010 - FY2015)* (*Advancing Texas*), was approved by the Council on September 3, 2009. *Advancing Texas* was approved by the Governor on October 23, 2009.

The Council also produces a comprehensive annual system evaluation, the *Texas Index*, research publications in areas such as adult education, a system program directory, 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 2011. 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)***



Fiscal year (FY) 2011 was the second year of *Advancing Texas'* six-year plan period. The plan outlines 14 long term objectives and a series of action plans for its system partners to follow in order to achieve these objectives. The full text of the plan is available at: [http://governor.state.tx.us/files/twic/Advancing\\_Texas.pdf](http://governor.state.tx.us/files/twic/Advancing_Texas.pdf).

The Council's System Integration Technical Advisory Committee, or SITAC, is charged with monitoring and implementing these action plans and reporting to the Council. SITAC includes executive-level representatives from the eight partner agencies, a member of the Texas Association of Workforce Boards and a member of the Council's Executive Committee. FY 2011 highlights of progress on action plans related to two objectives follow:

Objective	2010	2011	2012	2013	2014	2015
1. Increase awareness of CTE as preparation for promising career options is crucial and the Council's progress for this objective is marked by the following:						
2. Agency partners will design and implement adult education and workforce skills training programs to enhance employment outcomes for the English language learner population and Texans requiring workplace literacy skills.						

**The Council will design and implement a demonstration program targeted to improve perception of career options that career technical education (CTE) programs enable.** Over the next 20 years many high wage and high skill jobs in Texas will require some postsecondary education, but not necessarily a four-year degree. Increasing awareness of CTE as preparation for promising career options is crucial and the Council's progress for this objective is marked by the following:

- The Council published *Research Findings: Raising Awareness of Career Technical Education in Texas Schools*.
- The Council convened a task group to design an outreach and awareness model utilizing promising CTE practices identified in its research paper.
- The task group developed a sequential and cohort-based model for a pilot project and a Request for Applications to implement best practices for parents and students in grades nine through 12. When funds are available, the Request for Applications will be released.

Objective	2010	2011	2012	2013	2014	2015
1. Formed a work group to design and develop pilot models for community and technical colleges and local workforce boards.						
2. Identified funding sources and reviewed pilot program applications.						
3. Negotiated project terms for English language learner pilots at eight institutions and workforce literacy pilots in three local workforce board areas, which will start in fall 2011.						

**Agency partners will design and implement adult education and workforce skills training programs to enhance employment outcomes for the English language learner population and Texans requiring workplace literacy skills.** During FY 2011, the Texas Education Agency (TEA), Texas Higher Education Coordinating Board (THECB), and Texas Workforce Commission collaborated on several tasks. Together, they:

- Formed a work group to design and develop pilot models for community and technical colleges and local workforce boards. The work group includes representatives from TEA, THECB, community and technical colleges, local boards, education providers, and Council staff.
- Identified funding sources and reviewed pilot program applications.
- Negotiated project terms for English language learner pilots at eight institutions and workforce literacy pilots in three local workforce board areas, which will start in fall 2011.

**Evaluating Progress**



Each year, the Texas Workforce Investment Council prepares a report on the implementation of Texas' workforce system strategic plan. *Evaluation 2010* is the first report under the current strategic plan, *Advancing Texas*. It includes performance data for 20 workforce programs, as well as five secondary and postsecondary academic education programs. It documents significant accomplishments of system partners during the first year of implementation, including progress on the plan's long term objectives. In addition, *Evaluation 2010* provides information on local workforce board and adult education activities, and workforce development programs that focus on welfare to work initiatives.

First-year highlights under *Advancing Texas* from *Evaluation 2010* include:

- TEA completed important tasks aimed at decreasing the high school dropout rate by including rigorous CTE as part of the recommended and advanced high school graduation program. The agency adopted CTE courses that satisfy fourth-year math or science graduation requirements.
- The Health and Human Services Commission's Department of Assistive and Rehabilitative Services is working to increase employment outcomes for Texans with disabilities. The agency is developing innovative models to promote partnerships between business, industry and rehabilitation providers.
- The Texas Veterans Commission is focused on increasing employment outcomes for veterans. It is using state and leveraged federal services to provide veterans much-needed programs, products and services. Regional Business Outreach Coordinators now work directly with employers on behalf of veterans.
- The Council is facilitating the expansion of registered apprenticeship as a way to satisfy employer demand for skilled workers in Texas. The Council's Apprenticeship Project Leadership Team recommended several projects for consideration and approval by the Council's Executive Committee.



*Profiles in Success* is a series of brief reports that highlight programs within the Texas workforce system and feature interviews with successful program participants. *Profiles* was developed for Council members who requested more information about the difference that workforce system programs and services make in the lives of individuals who participate in them. As part of its duty under the Texas Government Code, the Council must evaluate the effectiveness of the workforce development system. The *Profiles* series supports the Council in this duty and provides an additional tool for it to identify and

communicate effective practices in workforce program design, implementation, and improvement. To date, 11 issues have been produced, including five in FY 2011: Veterans Employment Services, Perkins-funded education at the community college level, the Senior Community Service Employment Program, adult education and the TANF/Choices program in Texas. *Profiles in Success* is produced quarterly and is available on the Council's website.

**Conducting Research**



The sixth release of the *Texas Index 2010 (Index)* 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 within the *Texas Index*: Training and Education, Research and Development, Market Composition and Characteristics, and Participant Access and Contribution.



In FY 2011, Council staff produced another companion paper to complement the FY 2010 publication, *A Primer on Adult Education in Texas*. In the recent *Adult Education Regions and Local Collaboration*, funding and coordination of adult education are examined from a regional perspective for those providers that receive funding through TEA. This report provides information that could support collaborative decision making by the Interagency Literacy Council, partner agencies, and TEA on its work on the next Request for Proposal for funding for adult education providers. It builds on suggested action from the Council's second companion paper, *Adult Education Providers: Instructional Approaches and Service Delivery Methods*. Specifically, those observations and suggested actions dealt with the following:

- the general lack of information regarding adult education in Texas;
- the need for collaboration at all levels;
- the need for the alignment of developmental and adult education; and
- the need for increased capacity in the current delivery system.



*Policy News Highlights* is a quarterly review of selected reports relevant to the policy and research functions of the Texas Workforce Investment Council. Federal and state agency websites, in addition to numerous public policy and educational databases, are scanned monthly for relevant and emerging issues. Reports are catalogued and stored electronically in the Council's Information Repository (IR). The IR is divided into 11 topic areas that correspond to priority issues supporting the Council's current strategic plan. They are: adult education, apprenticeship, career and college readiness, career and technical education,

clusters and sector strategies, competitiveness, data, disabilities, dropout prevention, green initiatives, and training. *Policy News Highlights* is organized into three sections, beginning with a spotlight on recent articles reflecting the quarter's most current workforce trends and issues. The second section contains abbreviated summaries of articles, and the final section lists all articles recently added to the IR, with hyperlinks to their sources.