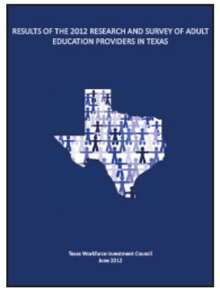
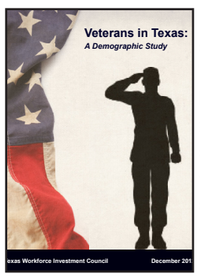
Demographic Research and Analysis



Increased collaboration among system partners is a hallmark achievement of the Council. In June 2012, the Council published its first demographic publication, a comprehensive research report on adult education and literacy providers in Texas. ***Results of the 2012 Research and Survey of Adult Education Providers in Texas*** features an inclusive list of adult education and literacy providers in Texas from which to estimate the demand for services. In developing the report and surveying providers, the Council collaborated with the state demographer, literacy coalitions, and councils.

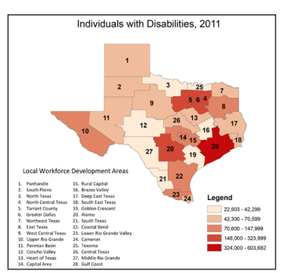
Three additional demographic reports were published in FY 2013. ***Mature Workers in Texas: A Demographic Study*** focuses on the growing population of individuals aged 55 and over and the potential retirement of a large portion of the *Baby Boom* generation. While the mass retirement of this population is a concern, the research in this study shows the labor force participation rate for workers in this age group is actually increasing—a result of the need or desire of this population to stay in the labor force. Strategies to attract, retain, and retrain mature workers must be developed to best improve outcomes for this key population of experienced workers.



Veterans in Texas: A Demographic Study details the demographic characteristics of the veteran population in Texas. Many veterans possess valuable technical skills, leadership abilities, and the numerous soft skills (such as time management, team orientation, strong work ethic, etc.) that are in high demand by employers, making veterans a valuable resource for employers and the Texas economy. The Texas workforce system must ensure that veterans successfully transition to employment following their military service.

Similarly, individuals with disabilities experience numerous challenges linked to participation in the labor force. ***People with Disabilities: A Texas Profile*** details the characteristics of this population. It illustrates how individuals with disabilities are a valuable resource for employers, enhance workforce diversity, and strengthen the Texas labor market. Home to the second-largest number of individuals with disabilities in the nation, the Texas workforce system must support employment opportunities for this population.

Texas Demographics: The Council assists the Governor and the Legislature with strategic planning, research, and evaluation for the Texas workforce system. Understanding the composition of the Texas workforce is an important component of planning and policy development. The Texas workforce is young, growing, and diverse: important advantages in the global market. Over the past year and a half, the Council has researched the demographics of four Texas populations targeted for improved employment outcomes and published a comprehensive report and population maps for each of the targeted populations. Briefly described here, the full reports are found at *http://governor.state.tx.us/twic/demographics/*.



Texas Workforce System Partners and Programs

Texas workforce system partners collaborate to better align, leverage, and integrate system services to develop a world-class workforce and ensure a higher quality of life for all Texans through educational, employment, and economic success. Eight state agencies, local workforce development boards, community and technical colleges, local adult education providers, and independent school districts actively contribute to statewide programs and those highlighted in this report.

The table below shows the partners and primary and supporting programs that make up the FY 2013 Texas workforce system:

FY 2013 Texas Workforce System Partners and Programs

Texas Department of Criminal Justice
- Postsecondary Academic and Technical Education
- Windham School District
  - Secondary Academic Education
  - Secondary Technical Education

Texas Education Agency
- Adult Basic Education and Literacy
- Secondary Schools
  - Academic Education
  - Career and Technical Education

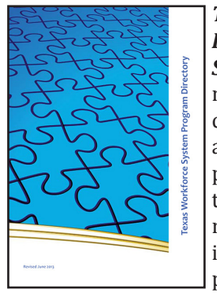
Texas Health and Human Services Commission and its Department of Assistive and Rehabilitative Services
- Temporary Assistance for Needy Families
- Rehabilitative Services
- Services for the Blind or Visually Impaired

Texas Higher Education Coordinating Board
- Community and Technical Colleges
  - Academic Education
  - Technical Education

Texas Juvenile Justice Department
- Secondary Academic Education
- Secondary Technical Education

Texas Veterans Commission
- Veterans Employment and Training

Texas Workforce Commission
- Apprenticeship Training, Chapter 133
- Choices Program for TANF Adults
- Employment Services
- 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
  - Adult
  - Dislocated Workers
  - Youth



Texas Workforce System Program Directory: A Guide to Funding and Programs Related to the Texas Workforce System (Directory) catalogues into one publication the many programs comprising the Texas workforce system. A companion document to the system strategic plan and the annual evaluation report, it details workforce development programs and related academic programs administered by the state's workforce system partner agencies. A concise reference for policy makers and stakeholders, the *Directory* is distributed to system partners and stakeholders, and posted on the Council's website.

Texas Workforce Investment Council

Annual Report
Fiscal Year 2013
September 1, 2012–August 31, 2013

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 to support continuous improvement of 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 and a systems perspective among its partners and their programs. Its impact is demonstrated through initiatives that improve outcomes for workforce customers—employers and current and future workers of Texas—every one of whom is critical to Texas' economic success.

The Texas workforce system delivers programs, services, and initiatives administered by eight agencies, local workforce development boards, 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 (TEA), Texas Health and Human Services Commission and its Department of Rehabilitative Services (HHSC-DARS), Texas Higher Education Coordinating Board (THECB), Texas Juvenile Justice Department, Texas Veterans Commission, and Texas Workforce Commission (TWC).

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.

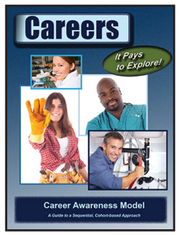
The Council produces this annual report, which offers highlights of the Council's work during the past fiscal year (FY). Included in this year's report is information on the implementation of *Advancing Texas*, the workforce system strategic plan, as well as evaluations of system programs.

Advancing Texas and other Council products referenced in this report are posted on the Council's website at *http://governor.state.tx.us/twic.*

Implementing Advancing Texas

FY 2013 was the fourth year of the six-year plan period for ***Advancing Texas: Strategic Plan for the Texas Workforce System (FY2010-FY2015) (Advancing Texas)***. Development and implementation of an integrated strategic plan for the workforce system, a complex system of numerous programs and interrelated agencies, is one of the Council's chief responsibilities. The plan outlines 14 long term objectives and a series of action plans for workforce system partners to ensure effective implementation and achievement of outcomes.

Three **Registered Apprenticeship** projects produced promising practices in FY 2013 that support the expansion of the registered apprenticeship model into new occupational areas and through flexible delivery methods, addressing employer demand for skilled workers in middle-skill occupations. These projects include: Community Health Worker at Coastal Area Health Education Center, Health Information Technology at North Texas Regional Extension Center, and Electricians, sponsored by the Independent Electrical Contractors of Texas.



A complement to Achieve Texas, the ***Career Awareness Model*** details a sequential model of information and activities that schools can use to ensure all students and parents understand the wide range of available education and career choices. Middle-skill, high-wage jobs are critical to Texas' economy and account for nearly half of the jobs in the U.S. and Texas. Many require some postsecondary education, but less than a four-year degree, offering options for career pathways and career advancement.

Employer Satisfaction is a key outcome of two long term objectives in *Advancing Texas*. DARS is working on two employer-related projects. An online survey was developed to collect employer feedback for each service or interaction. The data are used to assess employer satisfaction and identify opportunities for improvement. DARS is also implementing a cloud-based site, DARSforce, to create a link between job-ready consumers and employers. The site will enable businesses to view a consumer's employment history, skills, and educational level.

Targeted workplace literacy programs advance opportunities for individuals with low literacy skills to gain and maintain employment. Funded by TEA, multiple programs in three local workforce areas were piloted through mid-July 2013. This education-workforce collaboration contributed several promising practices: strengthened partnerships with local partners; intensified GED instruction coupled with career readiness activities; and transition counselors to assist learners in making wise choices and successful transitions to postsecondary education, training, and employment.

The Council's **System Integration Technical Advisory Committee** fosters collaboration and engages executive-level representatives from the eight partner agencies, the Texas Association of Workforce Boards, and the Council's Executive Committee in developing, implementing, and monitoring the action plans, and reporting to the Council. FY 2013 progress on these action plans highlights the effectiveness of interagency collaboration.

Evaluating System Progress

The Council is required by Texas Government Code Chapter 2308 to monitor the state's workforce system. Annually, the Council reports to the Governor and Legislature on the degree to which the system is achieving the state and local workforce goals and objectives of Texas' workforce system strategic plan, *Advancing Texas*. ***Evaluation 2012*** was the third comprehensive workforce system report under this strategic plan. Significant accomplishments and performance data for 20 workforce programs, as well as five secondary and postsecondary academic education programs, are included. Some of the Council's accomplishments are highlighted below.

Texas' Strategic State Workforce Investment Plan for Title I of the Workforce Investment Act (WIA) of 1998, the Wagner-Peyser Act, and for Wagner-Peyser Agricultural Outreach (Program Years 2012 to 2016): The Council is charged with recommending to the Governor approval of the five-year state plan required under Title I of WIA and the Wagner-Peyser Act. States must have an approved state plan in place in order to receive WIA formula funding. TWC development of the new state plan occurred over summer 2012 and, following the public comment period, the plan was approved and submitted to the Council for consideration. The Council unanimously approved the plan on September 7, 2012. The Governor subsequently approved the plan on September 12, 2012.

Local Workforce Development Board Plan Review/Alignment with *Advancing Texas*: The Council is also charged in state and federal law with recommending to the Governor approval of local board plans as required under Title I of the WIA. Section 118 requires each local board to develop and submit to the Governor a comprehensive five-year local plan consistent with the WIA state plan's goals and objectives. In September 2012, TWC initiated the planning process with the release of the *Texas Workforce Development Board Planning Guidelines for Fiscal Years 2013–2018*, which offered instruction on the content to be included and the type of documentation required to satisfy alignment with *Advancing Texas*. On June 7, 2013, the Council recommended the plans for final approval by the Governor. The Governor subsequently approved the plans on June 18, 2013.

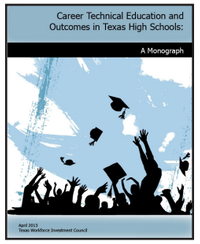
Apprenticeship Funding Formulas Recommendation: The Council is responsible for recommending funding formulas related to distribution of available funds in the next fiscal year and administrative procedures for requesting state funds for the apprenticeship programs funded under Chapter 133 of the Texas Education Code. The Council considers the rate of reimbursement for contact hours made to training providers in apprenticeship programs; funding for new and existing apprenticeship programs that have not yet received Chapter 133 funds; and for apprenticeship instructor training. In March 2013, the Council approved and transmitted to TWC for action the recommendations of the Apprenticeship and Training Advisory Committee.

When published in 2014, **Evaluation 2013** will be the fourth evaluation for the *Advancing Texas* strategic plan period. The featured action plan will be the implementation of rigorous career technical education as part of the recommended high school program to decrease dropout rates.

Conducting Research

The Council supports system planning and evaluation functions through a suite of research products and news updates that are distributed to members, system partners, and workforce stakeholders, and which are available on the Council's website.

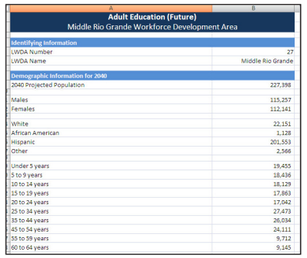
The Council's primary products include the strategic plan for the workforce system, evaluation reports and resource publications, reports on critical emerging issues, and recommendations to the Governor. In addition, a series of communication pieces that support the work of workforce system partners are published quarterly.



Career Technical Education and Outcomes in Texas High Schools: A Monograph, published in April 2013, was developed to support the Council's work on career technical education (CTE) in Texas. It provides basic information about CTE, including relevant legislation and funding, a brief history of CTE, and the impact of CTE programs. Additionally, improved academic outcomes associated with CTE are highlighted using data for Texas high school students.

Council Listening Sessions: At its December 2012 meeting, the Council decided to devote several quarterly meetings to hearing from its partner agencies. Council members want to better understand agency issues, challenges, and aspirations related to workforce programs so that as the Council begins to develop the next workforce system strategic plan in 2014, the foundation of that plan can be based on direct agency input. During FY 2013, the TWC and the THECB informed the Council about the workforce programs and issues that will be of critical significance in the next five-to-eight years.

Policy News Highlights: A quarterly review of selected reports relevant to the policy and research functions of the Council. Federal and state agency websites, in addition to numerous public policy and educational databases, are scanned monthly for relevant and emerging issues. Through abbreviated summaries of recent publications, the newsletter provides a quick overview of current topics, trends, and issues affecting the workforce and the workforce system.



A	B
Adult Education (Future) Middle Rio Grande Workforce Development Area	
Identifying Information	
LWDA Number	27
LWDA Name	Middle Rio Grande
Demographic Information for 2040	
2040 Projected Population	227,398
Males	115,257
Females	112,141
White	22,151
African American	1,128
Hispanic	201,553
Other	2,566
Under 5 years	19,455
5 to 9 years	18,436
10 to 14 years	18,129
15 to 19 years	17,863
20 to 24 years	17,042
25 to 34 years	27,471
35 to 44 years	26,034
45 to 54 years	24,111
55 to 59 years	9,712
60 to 64 years	9,145

To best share the Council's expanding library of work, FY 2013 saw the redesign of the Council's website to include a public repository of its most current and past reports. A new section, featuring demographic data on populations targeted in *Advancing Texas* for improved employment outcomes, was also debuted. A highlight of this section of the website, **interactive maps** allow users to launch a downloadable Excel spreadsheet by workforce area with general demographics for that area, data specific to the population, and county-level data. This feature may be found at *http://governor.state.tx.us/twic/demographics/*.