

2015

WORKFORCE SOLUTIONS FOR THE HEART OF TEXAS
IMPACT REPORT

Proudly serving the counties of Bosque, Falls, Freestone, Hill, Limestone, and McLennan

VISION

A highly valued workforce system that meets the economic demands of the Heart of Texas communities

MISSION

To provide a well-trained workforce for employers in order to ensure the economic growth of the region

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Letter from the Board Chair and the Executive Director

Dear Colleagues and Friends,

“Solutions” is a word that provides answers and results. It is a word that is at the heart of what we do and who we are. It is our pleasure to share with you our 2015 Impact Report that demonstrates our commitment to providing solutions for the Heart of Texas region.

This year, we are proud to recognize six of our Pioneering Members who have served on our Board since its inception. It is due to the leadership of our Chief Elected Officials, Board of Directors, and Committee members, along with the commitment of the Workforce Solutions for the Heart of Texas staff that our vision and mission continues to advance.

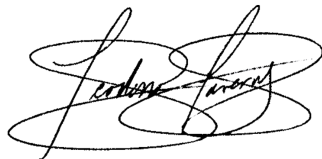
Our dedicated staff has done an incredible job of providing solutions to our customers. This year, we served a total of 26,114 jobseekers and helped 1,575 employers to fill 5,365 job openings.

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We provided child care to 3,274 children and helped to move customers toward self-sufficiency through employment and training. We continue our commitment to providing LINK employment transportation services and are thankful to our partners and sponsors who have contributed to our success.

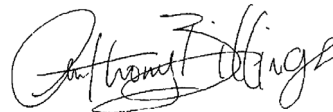
We look forward to what the future brings as we continue to move *forward and together* in providing solutions for our customers. We want to thank you, as always, for your continued confidence in Workforce Solutions for the Heart of Texas.

Sincerely,



Teodoro (Ted) Taveras
Board Chair

Heart of Texas Workforce Development Board, Inc.



Anthony Billings
Executive Director

Workforce Solutions for the Heart of Texas

Heart of Texas Workforce Development Board, Inc.

Serving the counties of Bosque, Falls, Freestone, Hill, Limestone & McLennan

Chief Elected Officials

Judge Justin Lewis
Lead Chief Elected Official
Hill County

Judge Dewey Ratliff
Bosque County

Judge Jay Elliott
Falls County

Judge Linda Grant
Freestone County

Judge Daniel Burkeen
Limestone County

Judge Scott Felton
McLennan County

Mayor Malcolm Duncan, Jr.
City of Waco

Board of Directors

Teodoro (Ted) Taveras
Board Chair
Limestone County

Norman Conner
Chair Elect
McLennan County

Alvin Pollard, Sr.
Secretary/Parliamentarian
McLennan County

Shirley Crockett
Treasurer
McLennan County

Keith Stanford
At-Large Member
All Counties

Diane Cowan
Oversight Committee Chair
McLennan County

Willis Reese
Past Chair
Falls County

Gaylan Beavers
McLennan County

Linda Calhoun
Bosque County

Wesley Carter
McLennan County

Howard Childs
McLennan County

Clyff Curry
All Counties

Warren Davis
Freestone County

Richard (Ricky) Edison
Hill County

Stephen Hampton
McLennan County

Laura Harborth
Hill County

Robert Humphrey
McLennan County

Bill Hunter
McLennan County

Paige Key
Bosque County

Carlos Luna
McLennan County

Pam McPeak
McLennan County

Roy Nash
McLennan County

Celia Stem
Falls County

Kathleen (Kathy) Stubbs
Limestone County

Jason Vaden
All Counties

Sandra Whitlatch
McLennan County

Recognizing Dedication

In the Heart of Texas Region

As part of the 2015 Annual Texas Workforce Commission (TWC) Conference held in November, local Board members who have served on their Board since its inception were recognized by Texas Workforce Commission for their valuable contributions.

Workforce Solutions for the Heart of Texas proudly has six Pioneering Board Members who have served on the Heart of Texas Workforce Development Board, Inc. since its inception.

These Pioneering Board Members have dedicated their time to ensuring that Workforce Solutions fulfills its mission of providing a well-trained workforce for employers in order to ensure the economic growth of the region.

Those honored included:

Howard Childs – Pioneering Board Member and Future Workforce Committee Member

Diane Cowan – Pioneering Board Member and Oversight Committee Chair

Shirley Crockett – Pioneering Board Member and Treasurer

Alvin L. Pollard, Sr. – Pioneering Board Member and Secretary/Parliamentarian

Willis Reese – Pioneering Board Member and Past Chair

Keith Stanford – Pioneering Board Member and At-Large Member

These Pioneering Board Members have dedicated their time to ensuring that Workforce Solutions fulfills its mission of providing a well-trained workforce for employers in order to ensure the economic growth of the region.

Pioneering Board Members Honored at the 19th Annual Texas Workforce Commission Conference



Keith Stanford
*Board Member

Willis Reese
*Board Member

Diane Cowan
*Board Member

Ruth R. Hughs
TWC Commissioner
Representing Employers

Ronald G. Congleton
TWC Commissioner Representing Labor

Howard Childs
*Board Member

Shirley Crockett
*Board Member

Alvin Pollard, Sr.
*Board Member

Larry Temple
Executive Director
Texas Workforce Commission

Andres Alcantar
TWC Chairman, Commissioner
Representing the Public

*Pioneering Board Member

Priority of Service to Veterans

Bringing Talent and Leadership into the Workforce

Veterans have the talent and leadership skills that employers desire. Workforce Solutions' priority is to help veterans make that connection to employers.

Thus, each day, we assist our veterans with critical pre-employment services that prepare them for successful transition into the civilian workforce.

Through our efforts this year, we served 2,341 veterans with employment services such as job search techniques, resume assistance, job referrals, and job preparation workshops. In addition, we helped 1,608 veterans to successfully retain employment.

Bringing talent and leadership into the workforce by

connecting veterans to

employers often requires agency partnerships. Thus, in May 2015, Workforce Solutions once again partnered with the Texas Veterans Commission to host a Veterans Job Fair. In November 2015, we partnered with the Texas Veterans Commission, the Texas Medical Center, and the Texas Workforce Commission to host the annual Veterans Red, White and You Hiring Event.

Through our collective partnerships we connected veterans to employment and at this year's Red, White and You Hiring Event, 53 veterans were offered job interviews and eleven veterans were hired on the spot.





2,341

Total Veterans Served

Effective Business Solutions

That Meet Employer Workforce Needs

Effective business solutions aid employers with the critical need of finding and retaining a qualified workforce. Workforce Solutions understands this need and is dedicated to helping employers find the workforce they need to continue to be viable.

This year, we assisted 1,575 employers in the Heart of Texas region to find and retain a qualified workforce. Assisting employers with job postings, providing testing and assessments of potential candidates, and providing quality jobseeker referrals to employers, are ways in which we provide business solutions.

This year, we assisted 1,575 employers in the Heart of Texas region find and retain a qualified workforce.

Another business solution that we provide is connecting employers who have an immediate need for employees. We meet this critical need by providing customized job fairs and hiring events for employers as well as referring qualified jobseekers to employers' job openings.

This year, Workforce Solutions held 625 job fairs and hiring events for employers with the goal of directly connecting them to jobseekers. As a result, we helped our Heart of Texas employers to fill 5,365 job openings and meet their workforce needs.





5,365

Total Job Openings Filled
for Employers

Preparing Jobseekers

For Employment and Retention

Workforce Solutions not only assists jobseekers in finding employment but we are equally as dedicated in helping our customers retain employment. Thus, preparing jobseekers for that next job is just as important.

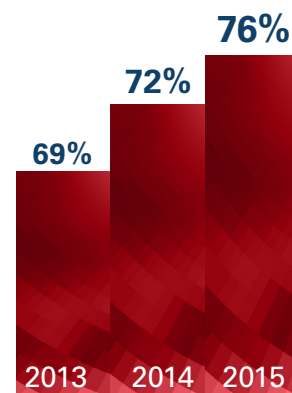
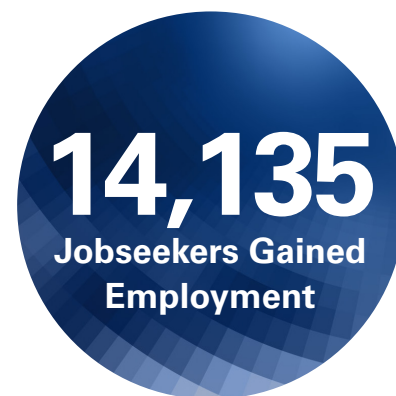
This year, we assisted 26,114 jobseekers to search for employment, prepare for a job interview, sharpen a resume, and hosted 625 hiring events to help our customers find employment. Among that number, 14,135 jobseekers gained employment.

Inclusive of the total number of jobseekers assisted, we provided customized services to targeted groups such as ex-offenders, welfare recipients, Unemployment Insurance Claimants, and veterans.

Furthermore, we aided 80.87% Unemployment Insurance (UI) Claimants to

find employment faster which lowered the percentage of claimants exhausting their benefits to 39.42%, a percentage that was lower than last year.

By providing jobseekers with critical job search techniques, offering labor market information, providing access to training classes, and connecting them directly to employers that were hiring, Workforce Solutions helped 26,114 jobseekers this year.



**Percentage of
Jobseekers Employed**



26,114

Total Jobseekers Assisted

Investing in Quality Child Care

Supports Children, Parents & the Child Care Industry

Workforce Solutions Child Care Services (CCS) is a dual-generation program that supports economic stability for low-income families and provides access to higher-quality care for children.

This year, we served 3,274 children which reduced the cost of child care for 1,985 families. Forty-six of the families served were teen parents who were able to continue their high school education as a result of having access to affordable child care.

The high cost of child care is a barrier for many parents trying to complete their education and work toward higher levels of self-sufficiency. With our child care assistance, nearly 200 parents were able to work toward a two-year degree or certification as a result of their enrollment in CCS.

Workforce Solutions also improves the quality of the child care industry through its many quality improvement projects. Last year 20 providers were recognized as Texas Rising Star Quality Providers under the new more stringent certification guidelines. Workforce Solutions provided its new mentoring services to 43 licensed child care centers and homes. Currently, 24 providers are working toward higher certification levels.

In addition to on-site mentoring services, we provided 183 hours of child care training. A total of 1,344 teachers and directors received training and 59 college scholarships were awarded to help providers obtain the education and certifications needed to provide quality child care.





3,274

Children received
Child Care Services

Moving toward Self-Sufficiency

Through Employment and Training

Whether it is providing a training service to help a welfare recipient to find and retain employment or helping a young person to complete the educational requirements to receive a high school diploma or GED, Workforce Solutions remains dedicated to helping customers to become self-sufficient.

This year, Workforce Solutions provided training services to 169 jobseekers. As a result of these services, jobseekers that completed a workforce training service saw an average annual earnings increase of \$9,024.

Furthermore, we helped 67 youth to complete the requirements to receive a high school diploma or a GED and aided 64 of these youth to find employment or enter into college.

As a result of these services, jobseekers that completed a workforce training service saw an average annual earnings increase of \$9,024.

Providing training services is critical to improving jobseekers' ability to find and retain employment. This year, we assisted 834 welfare recipients to find employment. Of those recipients, 86% retained employment, thereby, allowing them to eliminate the need of assistance and to become self-sufficient.





\$9,024

Average Annual Earnings
increase for Jobseekers completing
a Workforce Training Service

LINK Employment Transportation Services

Expand Opportunities for Jobseekers

The LINK employment transportation services continue to expand opportunities for jobseekers to connect to a larger pool of jobs. Workforce Solutions, Waco Transit and 17 other partner agencies, have just completed eight years of LINK transportation services.

LINK offers three employment transportation services that continue to benefit jobseekers, businesses, and the community. The first, Marlin LINK, is a rural-to-urban project that connects five rural communities to employment and educational opportunities in Waco.

The second, Sanderson Farms Late-Evening LINK, is the region's first late-night employment shuttle serving a single employer. The third, Evening LINK, is the first citywide evening bus service that provides access to jobs and training during non-standard hours.

This year, a total of 36,469 passenger trips were provided by all three services. Total Marlin LINK ridership was 27,016, Sanderson Farms Late-Evening ridership was 4,664 and the Evening LINK was 4,789.

Workforce Solutions is committed to continuing its efforts to highlight, through the success of the LINK routes, that a public transportation solution for employment and education is obtainable through public and private partnerships.





36,469

Total Annual LINK Passenger Trips

Commitment to the Heart of Region

Recognized at State Conference

Providence Healthcare Network honored as a 2015 Employer of the Year finalist



During this year's 19th Annual Texas Workforce Commission Conference, held in November 2015, Providence Healthcare Network was honored as a top five finalist for the 2015 Texas Workforce Solutions Employer of the Year Award. Nominated by Workforce Solutions as an outstanding local employer, Providence was chosen from 26 private-sector employers for their commitment to the Texas workforce system.

(Pictured from left to right: Berenice Gonzales, Holly Berger, and Jose Palacios, Workforce Solutions for the Heart of Texas Business Services Team; Andrea Valero, Missy Peters, Denise LeNoir, April Leman, and Aimee Shelton, Providence Healthcare Network; and Ted Taveras, Board Chair, Heart of Texas Workforce Development Board, Inc.)

Heart of Texas Workforce Development Board, Inc. receives Child Care Quality Award



Texas Workforce Commissioners Alcantar, Congleton, and Hughs join Workforce Solutions Board of Directors members as they accept a \$75,000 Child Care Quality award. The award specifically recognized the exceptional work of Workforce Solutions' ChildOne initiative.

ChildOne has three primary goals: (1) to inform parents about quality child care options, (2) to engage the community around the importance of quality early learning experiences, and (3) to provide easy access to current child/family resources.

(Pictured from left to right: Willis Reese, Board Member; Andres Alcantar, TWC Chairman, Commissioner Representing the Public; Diane Cowan, Shirley Crockett, Celia Stem, Keith Stanford, Board members, Ronald G. Congleton, TWC Commissioner Representing Labor; Anthony Billings, Executive Director, Workforce Solutions for the Heart of Texas; Ruth R. Hughs, TWC Commissioner Representing Employers; Ted Taveras, Board Chair, Alvin Pollard, Sr., Howard Childs, and Linda Calhoun, Board members.)

Annual Awards of Excellence

Honoring Exceptional Businesses and Individuals

During this year's Annual Awards of Excellence Banquet, held on January 15, 2015, Workforce Solutions honored businesses and individuals in the Heart of Texas region who, through their dedication to the region, have supported economic growth in the region.

Among the award recipients honored were the Honorable Virginia DuPuy, former City of Waco Mayor, who received the Honorable Elenor Holmes Service to Community Award; General Dynamics Information Technology, who received the Employer of the Year Award; and Lil'Doodlebugs Child Care Center, who received the Outstanding Child Care Provider Award.

2015 Annual Awards of Excellence Banquet



Honorable Virginia DuPuy
Elenor Holmes Award Recipient

Ann Harder
Event Emcee



Marisol Diaz
General Dynamics
Information Technology

John Fry
Past Board Chair-Elect



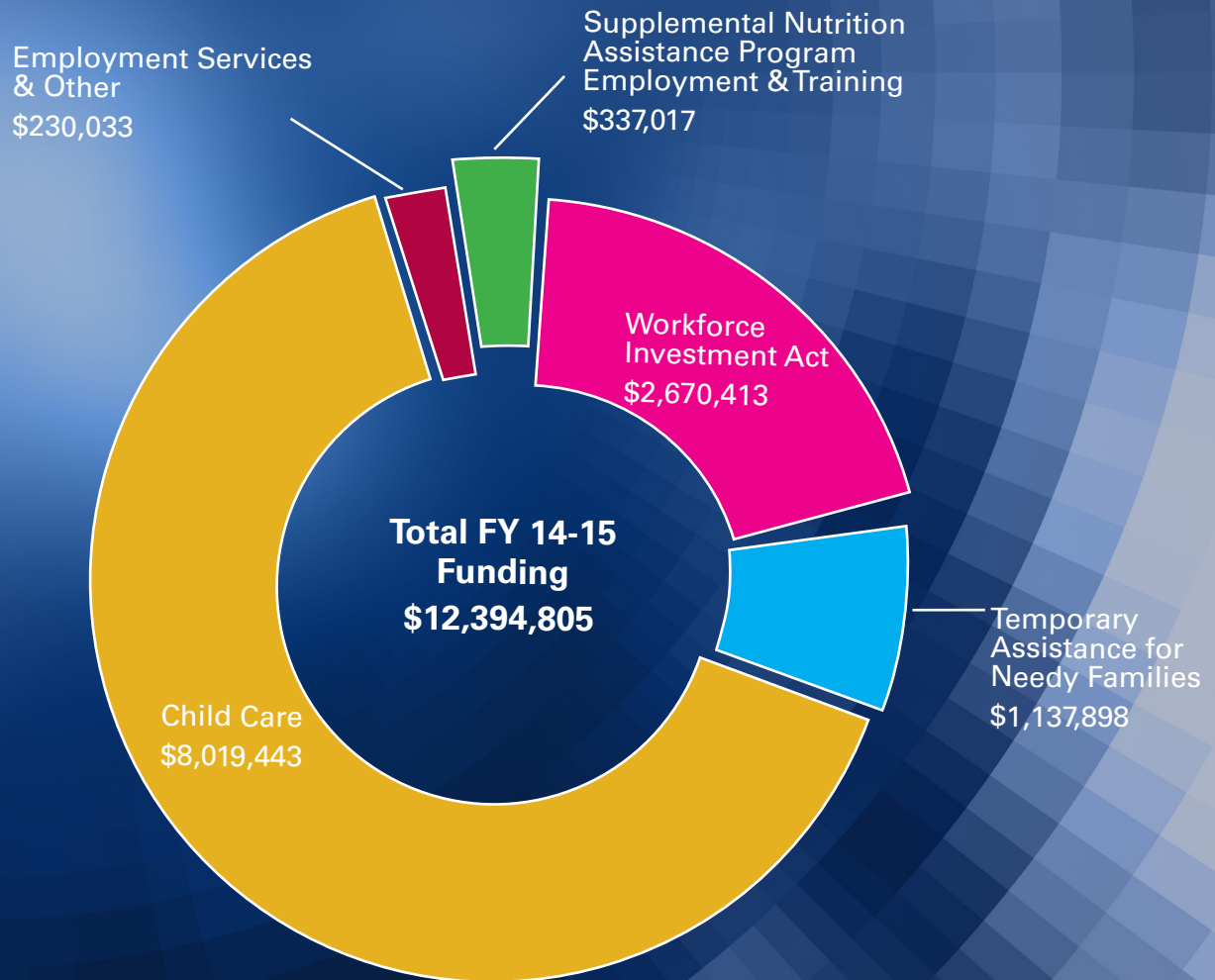
Christina Jergons
Lil' Doodlebugs
Child Care Center

Megan Goebel
Lil' Doodlebugs
Child Care Center

Financial Data

Fiscal Year 2014-2015 Funding

Workforce Solutions for the Heart of Texas is funded by federal and state funds, and through private grants. In Fiscal Year 2014-2015, Workforce Solutions administered \$12,394,805 in program funds.



WORKSOLUTIONS FORCE

★★★ HEART OF TEXAS ★★★
Linking Jobseekers and Employers

www.hotworkforce.com

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Heart of Texas Workforce Development Board, Inc. Board Staff

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Executive Director

Aquanetta Brobston
*Quality Assurance Coordinator/Equal Opportunity
Officer/504 Coordinator*

Rene Clayton
Manager of Industry & Community Initiatives

Rochelle Goodnight
Executive Secretary

Lilian Signey- Hall
Project Support Specialist

Judy Hedge
Administrative Support Specialist

Sugey Jaimes
Project Support Specialist

Kim Kazanas
Communications Manager

Kary Kuecker
Contract Manager of Workforce Centers & WIA Youth

Vicki Meek
Budget & Contract Officer

Julie Talbert
Contract Manager for Child Care & Public Transportation

Eunice Williams
Director of Strategic Planning