



WORKFORCE SOLUTIONS
C O A S T A L B E N D

Workforce Services Committee Meeting

May 8, 2025

1:30 pm

Bayview Tower
400 Mann Street, Suite 800
Bayview Large Conference Room
Corpus Christi, TX

Join Zoom Meeting

<https://us02web.zoom.us/j/86718367105?pwd=tm2o4W0mv3arwa7VrejUKLRxKCBnVB.1>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 867 1836 7105

Passcode: 539094

www.workforcesolutionscb.org

Strategic Goals

- Establish and Strengthen Partnerships
- Effectively/Efficiently Target Rural Area Services
- Increase Workforce Awareness
- Expand Innovative Services to Business
- Explore New Revenue Opportunities
- Improve Internal Efficiencies
- Refine Board Culture

Mission Statement

At Workforce Solutions of the Coastal Bend, we invest in our regional economic success through access to jobs, training, and employer services.

Value Statement

Accountability – We address our customers and co-workers in a positive manner that elevates their spirit and creates a professional, supportive workplace for staff, job seekers, and employers.

Teamwork – We combine our individual talents for the benefit of the mission and common goals leveraging our unique abilities and contributions.

Trust – We consistently deliver on our commitments to our customers and co-workers to establish strong, sustainable relationships.

Integrity – We are honest, supportive, candid in addressing difficult issues, and willing to share success to demonstrate respect and consideration for our customers and co-workers.

Tenacity – We resist giving up when the going gets tough and support our customers and co-workers in seeing that issues are resolved and the job gets done.

Understanding – We are serious and passionate about delivering our services with compassion and empathy.

Dignity – We interact with customers and co-workers professionally regardless of their backgrounds, experience, and circumstances to reflect our commitment as public servants.

Enthusiasm – We recognize the importance and value of our work and know that every day we have the opportunity to help build the economic success of our regional economy.

Disclosure and Declaration of a Conflict of Interest

Conflicts of Interest and the appearance of Conflicts of Interest shall be reported according to Board Administrative Policies #1.0.101.00 - Standards of Conduct and Conflict of Interest; and #1.0.105.00 - Reporting Conflict of Interest, Fraud, and Abuse, which were adopted by the Board of Directors on April 26, 2007.

Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee is in a decision-making position and has a direct or indirect interest, particularly a financial interest, that influences the individual's ability to perform job duties and fulfill responsibilities.

Appearance of a Conflict of Interest – A circumstance in which a Board Member, Board employee, Contracted Provider, or Contracted Provider's employee's action appears to be:

- influenced by considerations of one or more of the following: gain to the person, entity, or organization for which the person has an employment interest, substantial financial interest, or other interest, whether direct or indirect (other than those consistent with the terms of the contract), or;
- motivated by design to gain improper influence over the Commission, the Agency, the Board, or the Board's Chief Elected Officials.

Code of Ethics

The Workforce Solutions Code of Ethics is a guide for dealing with ethical matters in the workplace and in our relationship with our clients and members of the community.

- We believe in respect for the individual.
- We believe all persons are entitled to be treated with respect, compassion and dignity.
- We believe in openness and honesty in dealing with the general public, the people we serve, and our peers.
- We believe in striving for excellence.
- We believe in conducting ourselves in a way that will avoid even the appearance of favoritism, undue influence or impropriety, so as to preserve public confidence in our efforts.



Workforce Services Committee Meeting

Bayview Tower – Administrative Office – 400 Mann Street, Suite 800
Bayview Large Conference Room
Corpus Christi, Texas 78401

Join Zoom Meeting

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Toll-Free Call In
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Meeting ID: 867 1836 7105
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Thursday, May 8, 2025 – 1:30 pm

AGENDA

- I. Call to Order: *Dr. Leonard Rivera, Chair*
- II. TOMA Rules: *Janet Neely*
- III. Roll Call: *Janet Neely*.....3
- IV. **Announcement on Disclosure of Conflicts of Interest**
Any Conflicts of Interest or Appearance of a Conflict of Interest with items on this agenda shall be declared at this time. Members with conflicts will refrain from voting and are asked to refrain from discussion on such items. Conflicts discovered later in the meeting shall be disclosed at that time. Note: Information on open meetings is included at the end of this agenda.
- V. **Public Comments**
- VI. **Discussion and Possible Action on Minutes of the February 13, 2025 Workforce Services Committee Meeting**.....4-7
- VII. **Items for Discussion and Possible Action:**
 - 1. Board Policy #4.0.100.01 – Program Policy and Services Guide: *Alba Silvas*.....8-10
 - 2. Board Policy #4.0.113.07 – OJT, Subsidized Employment and Customized Training: *Alba Silvas*.11-16

(cont. page 2)

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Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities.

Deaf, hard-of-hearing or speech impaired customers may contact

Relay Texas: 1.800.735.2989 (TDD) and 1.800.735.2988 or 7-1-1 (voice)

VIII. **Information Only:**

1. Services to Workers BCY2025 (Q1 Oct.-Dec.) (Q2 Jan.-Mar.) (Q3 Apr.-Jun.) (Q4 Jul.-Sept.)
 - a. Policy Review Schedule: *Alba Silvas*.....17-19
 - b. Program Updates & Veterans Services: *Alba Silvas*.....20-22
2. Services to Business
 - a. Business Solutions Report: *Gerri Escobar*.....23-24
3. Local Labor Market Intelligence
 - a. Jobs & Employment Report – Q2: *Allyson Riojas*.....25-29
4. Performance Measure Update
 - a. Board Contract Year 2025-26: *Alba Silvas*.....30-35
5. Facilities & IT Update: *Shileen Lee*.....36

IX. **Adjournment**

Note: Except for expressly authorized closed sessions, meetings, discussions, and deliberations of the Board or Committees will be open to the public. Voting in all cases will be open to the public. Board members are advised that using personal communication devices to discuss Committee and Board business during the meeting may be a violation of the Texas Open Meetings Act. Such communications also may be subject to the Texas Public Information Act.

Closed Session Notice. PUBLIC NOTICE is given that the Board may elect to go into executive session at any time during the meeting in order to discuss matters listed on the agenda, when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board elects to go into executive session regarding an agenda item, the section or sections of the Open Meetings Act authorizing the executive session will be publicly announced by the presiding officer.

Texas Open Meetings Act (TOMA). All public meetings are required to follow all parts of the Texas Open Meetings Act. Therefore, we will be holding this meeting both in-person at our **Bayview Tower – Administrative Office, Bayview Large Conference Room** and on **ZOOM**. With this format, comes some changes to what is required of board members and the public.

- The presiding member (Chair or designee) must be in-person at the meeting location, 400 Mann Street, Suite 800, Corpus Christi, Texas.
- Board members must be visible on camera in order to count toward the quorum and in order to vote.
- The public and all presenters will need to be visible while presenting information.

This hybrid meeting format will allow us to meet TOMA rules, while still ensuring the safety of those who must attend.

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Workforce Services Committee
Roll Call Roster
May 8, 2025
(4 = Quorum)

_____ Dr. Leonard Rivera, Chair

_____ Randy Seitz, Vice Chair

_____ Lance Brown

_____ Jose R. "Joey" Garcia III

_____ Jesse Gatewood

_____ Randy Giesler

_____ Manny Salazar

Signed

Printed Name

MINUTES

Workforce Solutions Coastal Bend – Workforce Services Committee

Mission Career Center – 4981 Ayers Street – Mission Training Room
Corpus Christi, Texas

Join Zoom Meeting

<https://us02web.zoom.us/j/85796681619?pwd=2UNoflTrbAaKHpnkIDEtltpUoauopU.1>

Toll Free Dial-In

888 475 4499 US Toll-free

Meeting ID: 857 9668 1619

Passcode: 471242

February 13, 2025 – 1:30 pm

Committee Members

Present

Dr. Leonard Rivera, Chair
Randy Seitz, Vice Chair
Lance Brown
Jose R. “Joey” Garcia III
Jesse Gatewood
Manny Salazar

Absent

Randy Giesler

Others Present

Ken Trevino, Workforce Solutions
Shileen Lee, Workforce Solutions
Janet Neely, Workforce Solutions
Allyson Riojas, Workforce Solutions
Zachary James, Workforce Solutions
Ruben Aceves, Workforce Solutions
Milanda Ballesteros, Workforce Solutions
Vicki Stonum, Workforce Solutions
Celina Leal, Workforce Solutions
Xena Mercado, Workforce Solutions
Ricardo Munoz, Workforce Solutions
Chakib Chehadi, C2GPS, LLC
Geri Escobar, C2GPS, LLC
Robert Reyna, C2GPS, LLC
Robert Gonzales, C2GPS, LLC
April Mejia, C2GPS, LLC

Other Board Members Present

Raynaldo De Los Santos, Jr.
Sandra Bowen
Dr. Sandra Clement

I. Call to Order

Dr. Rivera called the meeting to order at 1:30 pm.

II. TOMA Rules

Ms. Neely provided information on the Texas Open Meetings Act (TOMA) Rules.

III. Roll Call

The roll was called and a quorum was present. The following Board Members were also in attendance:

- Raynaldo De Los Santos, Jr.
- Sandra Bowen
- Dr. Sandra Clement

IV. Announcement on Disclosure of Conflicts of Interest

Attention was called to the Disclosure and Declaration of Conflict of Interest and disclosures were requested by the chair at this time. None were made.

V. Public Comments

Due to the new TOMA rules we do have a laptop setup at 4981 Ayers Street and it is listed on the zoom call as Public. The laptop is available and open to the public.

VI. Discussion and Possible Action on Minutes of the September 12, 2024 Workforce Services Committee Meeting

Mr. Seitz moved to approve the minutes of the September 12, 2024 Workforce Services Committee meeting. The motion was seconded by Mr. Brown and passed.

VII. Review of Committee Charter, Initiatives, and Strategic Board Goals for BCY 2025

Dr. Rivera provided information on the Review of Committee Charter, Initiatives, and Strategic Board Goals for BCY 2025 (included on page 7 of the February 13 agenda packet).

Workforce Services Committee Charter:

Responsible for monitoring all issues associated with the delivery of programs through the business and career centers and the quality of those services and services to persons with disabilities. Review issues associated with all workforce programs and make recommendations to the Board. Responsible for planning of facilities and physical locations of the centers and Board offices. Responsible for reviewing all issues associated with coordinating secondary and post-secondary education programs with the workforce training programs. Review issues associated with alternative learning programs, and review the quality issues of all these programs.

Agenda topics may include, but are not limited to: Core and Intensive Workforce Employment and Training Services and performance; services to persons with disabilities; Business Services activities and performance.

Board Strategic Goals:

Established in 2010, the strategic board goals were set to work towards increasing educational and employment opportunities for the people of the Coastal Bend region, including youth and those with barriers to employment.

1. Establish and Strengthen Partnerships
2. Effectively/Efficiently Target Rural Area Services
3. Increase Workforce Awareness
4. Expand Innovative Services to Business
5. Explore New Revenue Opportunities
6. Improve Internal Efficiencies
7. Refine Board Culture

No action taken.

VIII. Items for Discussion and Possible Action

1. Review of Local Workforce Development Draft Board Plan PY2025-2028

Ms. Lee presented information on the Review of Local Workforce Development Draft Board Plan PY2025-2028 (included on pages 8-9 of the February 13 agenda packet).

Mr. Brown moved to recommend to the Board of Directors approval of Review of Local Workforce Development Draft Board Plan PY2025-2028 as presented. The motion was seconded by Mr. Seitz and passed.

2. Board Policy # 4.0.100.00 – Program Policy and Services Guide

Ms. Lee presented information on the Board Policy # 4.0.100.00 – Program Policy and Services Guide (included on pages 10-12 of the February 13 agenda packet).

Mr. Seitz moved to recommend to the Board of Directors approval of Board Policy # 4.0.100.00 – Program Policy and Services Guide as presented. The motion was seconded by Mr. Gatewood and passed.

IX. Information Only:

1. *Services to Workers BCY2025 (Q1 Oct. – Dec.) (Q2 Jan. - March) (Q3 April - June) (Q4 July – Sept.)*

a. Policy Review Schedule

Ms. Lee presented the Policy Review Schedule (included on pages 13-15 of the February 13 agenda packet).

b. Program Updates

Ms. Lee provided program updates (included on pages 16-18 of the February 13 agenda packet).

Ms. Lee shared the following video at the Workforce Services Committee Meeting:

- PATHS Program – 2024 Goodwill Achiever of the Year: Madison Garza

Dr. Clement stated that she found Madison Garza's story of obtaining her GED and subsequently having the opportunity to change her life to be truly incredible. Dr. Clement mentioned she was going to be transparent and recognized the value of the work that Workforce Solutions Coastal Bend is doing, especially noting that every starfish matters. Dr. Clement added you are looking at someone who has a Bachelor's Degree; two Master's Degrees; Doctorate Degree; and was also a GED Graduate. Dr. Clement mentioned she went through CPS at the age of thirteen; was emancipated by the courts by fifteen; lived in a homeless shelter for about 2 years; and lived on the streets for a while; but crawled her way back up. Had Dr. Clement had something like this organization and its support it would have made her life a lot easier. Dr. Clement apologized but she had to share that. Dr. Clement concluded by acknowledging the efforts of Workforce Solutions Coastal Bend and to continue the great work.

Ms. Escobar provided an update on the Operations of Career Centers (included on pages 16-17 of the February 13 agenda packet).

Partnership Highlights

- 211-United Way
- Coastal Bend College
- Community Action Corporation of South Texas
- Del Mar College
- Nueces County Community Action Agency

Mr. Reyna provided an update on the Outreach and Service Delivery Strategies; Career Center Customer Traffic; Services to Workforce Career Center Customers and Unemployment Insurance (UI) Assistance (included on pages 17-18 of the February 13 agenda packet).

Ms. Lee provided an update on Veterans Services (included on page 18 of the February 13 agenda packet).

2. *Services to Business*

a. Business Solutions Report

Ms. Escobar presented the Business Solutions Report (included on pages 19-20 of the February 13 agenda packet).

3. *Local Labor Market Intelligence*

a. Jobs and Employment Report – Q1

Ms. Riojas presented the Jobs and Employment Report – Q1 (included on pages 21-25 of the February 13 agenda packet).

4. *Performance Measure Update*

a. Board Contract Year 2023-24

Ms. Lee presented a performance measure update for the Board Contract Year 2023-24 (included on pages 26-31 of the February 13 agenda packet).

5. *Facilities & IT Updates*

Ms. Lee provided a Facilities and IT updates (included on page 32 of the February 13 agenda packet).

X. Adjournment

The meeting adjourned at 2:51 pm.

DISCUSSION AND POSSIBLE ACTION

VII – 1&2. Board Policies

BACKGROUND INFORMATION

1. Board Policy 4.0.100.01- Program Policy and Services Guide:

Policy created to attest WFSCB will utilize TWC Issued Services Guide(s) in the implementation of Service Delivery pertaining to programs listed on the policy. Added Child Care Services to List.

2. Board Policy 4.0.113.07- OJT, Subsidized Employment and Customized Training:

Policy updated to remove language regarding the utilization of Standardized Occupational Components for Research and Analysis of Trends in Employment Systems(SOCRATES) and replaced with utilizing employer and/or industry partner as the source for providing training outline details for OJT services. Additionally, clarification for subsidized employment has been made for WIOA in-school youth.

RECOMMENDATION

The Workforce Services Committee consider approval of Board Policies as presented and recommendation to Board Of Directors' approval.

POLICY-DRAFT

CATEGORY: Workforce Programs **No:**
4.0.100.010

SUBJECT: _____ **Program**
Policy and Services Guide

SUPERSEDES: ~~N/A 4.0.100.00~~

EFFECTIVE: ~~February 27, 2025~~ May 22, 2025

BOARD APPROVAL: ~~February 26, 2025~~ May 21, 2025

DATE OF LAST REVIEW: ~~February 13, 2025~~ May 8, 2025

I. PURPOSE:

To establish criteria and provide guidance on the utilization Texas Workforce Commission (TWC) Program and Services guides for local implementation of service delivery.

II. DEFINITIONS: N/A

III. POLICY STATEMENT:

Workforce Solutions Coastal Bend shall utilize the TWC issued Program and Services Guides for the following:

1. Workforce Innovation Opportunity Act(WIOA) Guidelines for Adults, Dislocated and Youth.
2. Trade Adjustment Guide(TAA)
3. Supplemental Nutrition Assistance Program Employment and Training Guide (SNAP E&T)
4. Supplemental Nutrition Assistance Program Employment and Training(SNAP E&T) Third-Party Partnership Guide(SNAP E&T TPP)
5. Reemployment Services and Eligibility Assessment Guide(RESEA)
6. Rapid Response Guide
7. Noncustodial Parent Choices Guide(NCP)
8. Employment Services- Wagner Peyser Guide(ES)
9. Choices Guide
- 9.10. Child Care Services Guide

It is in the instances when the guides listed above direct the boards to set-up a local policy and/or extend local flexibility, then a local policy may be created.

IV. PROCEDURES:

This policy is applicable to WFSCB Board.

V. RELATED POLICY INFORMATION:

TWC published Guides.

VI. RESPONSIBILITIES:

POLICY TITLE: pProgram
pPolicies and sServices gGuide
 POLICY NUMBER: 4.0.100.010

DATE: 2/13/25
 REVISION: ~~N/A~~ 05/08/25

~~POLICY~~
POLICY-DRAFT

CATEGORY:	Workforce Programs-General	No:
4.0.113 13 .07 6		
TITLE:	OJT, Subsidized Employment and Customized Training	
SUPERSEDES:	Policy #4.0.113.06 65 dtd September May 23 17, 20 21 22	
EFFECTIVE DATE:	May September 22 3, 20 21 22	
DATE APPROVED:	May September 21 2, 20 21 22	
DATE REVIEWED:	May September 8 08, 20 21 22	

I. PURPOSE:

To establish local policies and guidelines on implementing On-the-Job Training (OJT), subsidized employment and customized training services.

II. DEFINITIONS

On-the-Job Training (OJT) - training provided by an employer to a paid participant on or off the work site while engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. OJT provides reimbursement to the employer of a ~~percent~~percentage of the wage rate of the participant for the extraordinary costs of providing the training and additional supervision related to the training. OJT is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, prior work experience, and the service strategy of the participant. OJT includes training specified by the employer.

Customized Training - training designed to meet the special requirements of an employer (including a group of employers) conducted with a commitment by the employer to employ an individual on successful completion of the training; and paid for in part by the employer.

Subsidized Employment - full time or part time employment that is subsidized in full or in part. Subsidized employment may occur in either the private or public sector.

III. POLICY STATEMENT

Workforce Solutions of the Coastal Bend shall institute On-the-Job training, subsidized employment and customized training programs that will provide participants with knowledge or skills essential to obtaining and retaining employment. Opportunities shall be primarily offered to those participants who lack the related training or experience for which training is offered.

An application shall be developed to gather adequate information on employers prior to contracting for OJT, subsidized employment or customized training.

IV. PROCEDURES

Funds

OJT, subsidized employment and customized training funds must:

- be used for an allowable activity for participants under the appropriate funding stream.
- Funds must be available in the service provider's line-item budget for this purpose.
- be allocated based on the limit of the amount of funds allowed per funding stream and the maximum duration of the placement. (See program specifics).
- not be used to directly or in directly assist, promote or discourage union organizing.
- not be involved in a strike, lockout, or other labor dispute of the firm or establishment with which the contract is written.
- not be used on behalf of participants to make contributions to retirement systems or plans.
- be compensation for extraordinary costs associated with training participants and costs associated with the lower productivity of such employees.
- only be used for payments after submission of a certified invoice of training delivered to the participant, which is based on time and attendance reports.

Contracting Requirements

OJT, subsidized employment and customized training are exempt from Individual Training Account (ITA) and eligible training provider certification requirements. OJT and customized training will be administered pursuant to a contract instead of using an ITA.

A training outline shall clearly identify the specific skills and tasks to be learned or enhanced for the job, and the training hours required to master each skill and task.

The time spent in classroom training during which wages are paid by the employer will not be included in the total duration of the OJT.

Employers must expect to retain participants for continued and long-term employment once the OJT or subsidized placement has ended, unless successful completion of the placement is expected to result in unsubsidized employment with a different employer.

Participants shall be ~~provided~~provided with wages, benefits and working conditions at the same level and to the same extent as other employees with similar skills, experience, and position. Wages shall be at least federal or state minimum wage, whichever is higher.

Conditions of employment and training shall be appropriate and reasonable to protect the health and safety of participants.

The employer shall comply with all required rules and regulations.

OJT Contracts will not be utilized for individuals already in an employed status; including subsidized employment. This will allow WFSCB to maximize ~~if sits~~ training funds for individuals who are unemployed seeking training or employment services assistance.

Application for Customized Training

POLICY TITLE: OJT, Subsidized Employment & Customized Training
POLICY NUMBER: 4.0.11343.076

DATE: 502/22/202507
REVISIONED: 509/08/202522

The application shall be used to collect relevant information on the employer's customized training and skills needs and shall determine the number of employees to be trained, the occupations or industries to be included, the dates of training, and the amount of funding requested. The application shall determine if the business or any part of the business is being relocated and has resulted in a loss of employment for any employee at the original location if the original location is within the United States.

The application shall provide data that can lead to determination that the training is for an occupation with a high potential for sustained demand or growth in the local workforce development area.

The application shall identify whether or not training providers are needed for customized training.

The application shall include an attestation stating that the training offered by the training provider meets the needs of the employer.

Eligible Employers

OJT, subsidized employment or customized training opportunities may be engaged with existing employers in the workforce area or new or relocating businesses.

Ineligible Employers

Funds may not be used "to encourage or induce the relocation of a business or part of a business, if such relocation would result in a loss of employment for any employee of such business at the original location and such original location is within the United States."

Employers that have received payments under previous contracts and have exhibited a pattern of failing to retain participants as long-term, regular employees with wages, employment benefits (including health benefits), and working conditions at the same level as other employees in similar positions are not eligible to receive funds.

Selecting Training Providers

In the development of customized training and curriculum, an employer may provide the customized training to its employees through in-house training resources, partner with a training provider, such as a community college or other training institution, to provide all or part of the training on behalf of the employer; or request that the Board select a training provider on the employer's behalf.

Any organization that meets the employer's criteria may provide customized training.

If an employer provides customized training through in-house resources, there is no need for procurement.

If an employer chooses to partner with a training provider to provide customized training for its employees, the employer shall provide the Board with an evaluation of the training provider's ability to provide training that meets the specific skill requirements of the employer or group of employers.

Training must be customized to meet the employer's needs. Curriculum taken directly from the training provider's catalog or regular course of study is not considered customized training and is not acceptable.

The Contracted Service Provider shall not select training providers for the employer but, upon request, may refer the employer to training providers who may be able to meet their needs.

Program Specifics:

Workforce Innovation and Opportunity Act (WIOA)

If WIOA Formula Funds allocations are used to pay for OJT or customized training, WIOA income eligibility requirements apply, except in the case of WIOA Dislocated Worker services. As employers are the subject matter experts within their industry, the Contracted Service Provider will work with the employer to document the training plan that details what skills the participant will learn, the skills attained criteria and the required training hours.

~~OJT/Customized Training agreements shall not exceed the specified training hours provided through the Standardized Occupational Components for Research and Analysis of Trends in Employment System (SOCRATES) at <http://socrates.cdr.state.tx.us/>.~~

OJT and subsidized employment ~~will~~ be limited in duration to a period not ~~in excess of~~ more than that generally required for the acquisition of skills needed for the position within a particular occupation. OJT contracts and subsidized employment are limited to four (4) months. This four (4) month limit may be exceeded with prior approval of the Board Staff. An exception to the four (4) month limit will be allowed for WIOA In-School Youth (ISY) who are actively attending school and are participating in a subsidized employment to which is not full-time. This ISY exception will not need prior Board Staff approval.

OJT/Customized Training payments paid during the period of training shall not average more than fifty percent (50%) of the wages paid to the participant during the training periods; and reimbursement may not occur for holiday overtime, sick, vacation, or other leave and may not exceed 8 hour/day and 40 hours/week. For WIOA, a higher than fifty percent (50%) wage reimbursement rates may be assessed when remaining within the parameters set forth by ~~WIOA~~ TEGL 19-16. Participant File, counselor's notes and OJT contract must document the factors used when deciding to increase wage reimbursement levels above fifty percent (50%) and up to seventy-five percent (75%).

The threshold for employer reimbursement in a contract with the employer shall not exceed \$50,000 for customized training in a twelve-month period.

If statewide or local activity funds are used to pay for OJT or customized training, WIOA eligibility requirements regarding age (for WIOA Youth and Adults), selective service registration, U.S. citizenship or legal eligibility to work in the United States, and for WIOA Youth, low-~~income~~ or five percent (5%) income exemption and barrier, are applicable.

Trade Adjustment Act (TAA)

Training, including On-the-Job Training (OJT), Apprenticeships, and Customized Training—For reemployment in another job or career when suitable employment is not available.

At ~~assessment, it~~assessment, if will be determined ~~if~~ a rapid reemployment is not possible, Career Center staff will ~~continues~~ with a comprehensive assessment, develops a Reemployment and Training Plan (REP), and refers the dislocated worker to training or OJT, if appropriate.

OJT and customized training opportunities may be developed with employers offering jobs in occupations that meet the ~~eighty~~ eighty percent ~~(80%)~~ (80%) wage replacement goal offering jobs in occupations that meet the ~~eighty~~ eighty percent ~~(80%)~~ (80%) wage replacement goal for Trade-certified participants, including opportunities for participants to supplement OJT with remedial education as necessary before and during OJT.

Choices and Non-Custodial Parent (NCP)

OJT and subsidized employment will be limited in duration to a period not in excess of that generally required for the acquisition of skills needed for the position within a particular occupation. OJT contracts are limited to ~~four~~ (4) months. Subsidized employment contracts are limited to four (4) months. Limits ~~-~~ may be extended with prior approval of the Board Staff.

OJT wages paid during the period of training shall not average more than fifty percent (50%) of the wages paid to the participant during the training periods; and reimbursement may not occur for holiday overtime, sick, vacation, or other leave and may not exceed 8 hour/day and 40 hours/week.

Subsidized employment wages are the same rules as OJT with the exception that a maximum of 100% of wages may be paid during the period of training.

Co-enrollment into WIOA shall be a consideration for all participants in OJT and subsidized employment to ensure that the participant completes the training in the event that TANF is denied prior to completion.

Customized training for Choices is considered as vocational educational training

Supplemental Nutrition Assistance Program (SNAP E&T)

SNAP E&T funds may not be used to subsidize wages and therefore, may not be used for any type of OJT or subsidized employment activity. However, SNAP recipients can participate in these activities through WIOA services, and through the use of WIOA funds. Customized training for SNAP E&T is considered as vocational training.

V. RELATED POLICY INFORMATION

Laws and regulations governing specific funding sources, as applicable, including the following:

- a. Texas Workforce Commission Workforce Investment Act (WIA) Rules: 40 TAC Chapter 841
- b. Texas Workforce Commission Choices Rules: 40 TAC Chapter 811
- c. Texas Workforce Commission Supplemental Nutrition Assistance Program Employment and Training Rules: 40 TAC Chapter 813
- d. Texas Workforce Commission Child Care Services Rules: 40 TAC Chapter 809, and in accordance with the Board approved Child Care Policies
- e. NCP Choices: A Comprehensive Guide
- ~~f. WD Letter 06-10, issued February 2, 2010, and entitled "Trade Adjustment Assistance: Statewide Commuting Area and Reasonable Cost of Training Standard"~~
- g. Texas Workforce Commission –WIOA Guidelines for Adults, Dislocated and Youth, issued August 2015 and revised March 18, 2024 and all subsequent revisions, September 26, 2016, revised June 6, 2108 and effective July 6, 2018, revised April 2020 and effective April 3, 2020, revised August 2021; effective October 1, 2021.

POLICY TITLE: OJT, Subsidized Employment & Customized Training
POLICY NUMBER: 4.0.113~~43~~.076

DATE: 5/2/22/2025~~07~~
REVISIONED: 5/09/08/2025~~22~~

h. Texas Workforce Commission – Workforce Development (WD) Letter 06-14, Change 2 issued November 5, 2024

i. Texas Workforce Commission – Workforce Development (WD) Letter 18-21, Change 1 issued March 18, 2024

jh. U.S Department of Labor Training and employment guidance Letter (TEGL) ~~WIOA~~ No.19-16, issued March 1, 2017

ki. U.S. Department of Labor Training and employment guidance Letter (TEGL) ~~WIOA~~ No. 21-16, issued March 2, 2017

lj. Texas Workforce Commission- Trade Adjustment Assistance Guide, issued May 2020. (OJT and Customized Training Language Section C-408 and C-409) an all-subsequent revisions.

~~k. Training and Employment Guidance Letter (TEGL) 1-17, Operational Guide for National Dislocated Worker Grant, and Changes and updates: TEGL 02-15, Operational Guidance for National Dislocated Worker Grants pursuant to WIOA. Issued August 1, 2017.~~

ml. Workforce Development Division- Technical Assistance Bulletin 293, dated January 14, 2020

nm. Choices Guide, -dated February 2020.

VI. RESPONSIBILITIES

The Career Center Service Provider Management shall ensure that all staff and the Workforce Solutions Career Center service providers are informed of and comply with this policy.

The Workforce Solutions Career Center service providers shall ensure that appropriate procedures are implemented and that staff receives training regarding the requirements of this policy and rules outlined in the Related Policy Information Section.

VII. FORMS AND INSTRUCTIONS

N/A

VIII. DISTRIBUTION

Board of Directors

Board Staff

Service Provider Staff

IX. SIGNATURES

Reviewed by EO Officer

Date

President/CEO

Date

INFORMATION ONLY

VIII – 1a. Services to Workers BCY2025 – Policy Review Schedule

BACKGROUND INFORMATION

Board Team Members will be presenting Policy Review Schedule; **Attached.**

Workforce Services Committee 05.08.2025 – 2 Policies.

Policy Review Schedule-2025

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
Board Administration		
	1.0.100.01	Responsibilities of the Local Workforce System
	1.0.101.01	Standards of Conduct and Conflict of Interest
	1.0.102.01	Policy Development
	1.0.103.02	Open Meetings Policy
	1.0.104.02	Public Information Policy
	1.0.105.01	Reporting Conflict of Interest, Fraud and Abuse
	1.0.106.02	New Board Member Orientation and Training
	1.0.107.03	Communication Process
	1.0.108.00	Restrictions on Lobbying Activities and Expenditures
	1.0.109.00	Businesses Employing Undocumented Workers
	1.0.110.03	Equal Employment Opportunity
	1.0.111.00	Fraud, Waste, theft, and Program Abuse
	1.0.112.02	Discrimination Complaint Procedure
	1.0.113.00	Approval Process for Contracts, Contract Renewals, and Contract Amendments
	1.0.114.02	Storage and Use of Disability-Related and Medical Information
	1.0.115.01	Anonymous Complaints and Communications
	1.0.116.01	Approval Process for Micro-Purchases
	1.0.117.00	Firearms and Weapons Restrictions of WFSCB Premises
Workforce Programs		
	02.13.25, 05.08.2025	4.0.100.01 Program Policy and Services Guide
		4.0.100.07 Incentives/Stipends
		4.0.101.14 Support Services
		4.0.102.02 Basic Skills Deficiencies
		4.0.103.06 Case Management
		4.0.104.02 Workforce Professional Development and Continuous Improvement
		4.0.106.02 Reasonable Distance
		4.0.107.03 Determination of Self-Sufficiency (Annual)
		4.0.109.02 Credentials
		4.0.110.02 Integrated Complaints, Hearings, and Appeals
		4.0.111.06 Customer File Documentation
	05.08.2025	4.0.113.07 OJT, Subsidized Employment, and Customized Training
		4.0.115.09 Program Non-Compliance
		4.0.117.03 Priority of Service and Data Collection
		4.0.118.02 Accessibility
		4.0.120.05 Limited English Proficiency (LEP)
		4.0.121.03 Reasonable Accommodations
		4.0.122.02 Outreach

Policy Review Schedule-2025

<u>Category</u>	<u>Policy Number</u>	<u>Policy Title</u>
	4.0.123.00	Common Exit
	4.0.124.01	Documentation and Verification of Work Activities: Choices/SNAP E&T
<u>WIOA</u>		
	4.1.101.02	Follow-Up Services for WIOA Adults & Dislocated Workers
	4.1.103.01	Youth Eligibility Criteria
	4.1.104.08	Individual Training Accounts (ITAs)
	4.1.105.01	Apprenticeship Programs
	4.1.106.00	National Dislocated Worker Grants
<u>Choices</u>		
	4.2.100.03	Service Strategies
<u>Child Care</u>		
	4.3.100.06	Child Care Eligibility
	4.3.102.04	Assessing and Collecting Parent Share of Cost
	4.3.103.00	Attendance Requirements for Child Care Services
	4.3.104.00	Reapplication for Child Care Provider Agreement
	4.3.105.01	Child Care Related Funds Recovery
	4.3.106.01	Termination of Child Care
	4.3.107.00	Children of Military Parents on Deployment
	4.3.108.03	Child Care Provider Reimbursement Rate
	4.3.109.01	Eligible Child Care Providers
	4.3.111.00	American Recovery and Reinvestment Act (ARRA)
<u>Unemployment Insurance</u>		
	4.5.100.10 (Annual)	Work Search Requirement
<u>Quality Assurance & Monitoring</u>		
	5.0.100.02	Oversight and Monitoring
	5.0.101.03	Data Integrity
	5.0.102.03	Equal Opportunity - Accessibility Monitoring
<u>Property & Facilities</u>		
	6.0.100.00	Smoking in Workforce Solutions of the Coastal Bend Facilities
	6.0.101.01	Emergency Management & Business Recovery/Continuity of Operations Plan
	6.0.102.01	Accessibility for Persons with Disabilities
<u>Information Technology & Data Management</u>		
	7.0.100.03	Use of Electronic Media and Services
	7.0.101.02	Computer and Personally Identifiable Information Systems Access and Security
<u>Public Relations</u>		
	8.0.100.02	Strategic Marketing Standards and Guidelines

INFORMATION ONLY

VIII – 1b. Services to Workers BCY2025 – Program Updates & Veterans Services

BACKGROUND INFORMATION

Team Members will provide updates on programs/grants, operation of career centers, and Veterans Services.

1. Updates as of Q2 (January 2025-March 2025).

PROGRAM/GRANT	UPDATES
1. CHOICES. 2. WIOA- Adult, Dislocated, Youth 3. SNAP Employment & Training 4. Non-Custodial Parent (NCP) 5. Re-Employment Services (RESEA) 6. Workforce Commission Initiatives (YOU CHOOSE! & Hiring Red, White & You). 7. Summer Earn & Learn (SEAL)	The Program Year (PY) began Oct. 1, 2024. And Q2 marks the halfway mark of PY. Program meetings take place monthly to review initiatives as well as performance meetings every other Thursday. service delivery, programs, business services, quality assurance, fiscal. These programs/grants represent the core funding sources and allocations to WFSCB. <u>HIGHLIGHTS:</u> <ul style="list-style-type: none"> ➤ On the look-out for updates on planning allocations for new PY. ➤ NCP- Office of the Attorney General (OAG)- has provided the quarterly ranking, WFSCB/Coastal Bend is ranking #1 in Texas in child support Collections, totaling \$1,145,034.78. (outpacing the largest WDB Gulf Coast by ¼ million, 250K). Since inception of NCP in 2009; a total of \$20,032,692.99 has been successfully collected from those non-custodial parents enrolled in NCP.
OPPORTUNITIES/PROJECTS	NOTES
1. Educator Externship (EDEX)- TWC	Received Notification of Award TWC-10 th Annual. Two, 40 educator cohorts scheduled to receive externship in June and July.
2. Educator Externship- Private	Received Notification of Private funding Award- 20 additional educators
3. Texas Internship Initiative- TWC	Received Notification of Award 5 th round.
4. Apprenticeship Expansion-TWC	Applied and pending notification of Award. Grant to start in July 2025-serve 50 apprentices
5. SNAP- Third Party Partnership (TPP)	Partnership with Goodwill- to expand on SNAP Services. Expansion of Grant will include the collaboration with Community Colleges (Del Mar College and Coastal Bend College). Coordinating a Technical Assistance Visit from Council for Adult and Experiential Learning (CAEL) to form models and budgets- ETA June/July 2025.
6. Healthcare Internship Fund-TWC	Received Notification of Award. First time applied/awarded. \$99K. to work with students from rural school districts; already part of health care industry academies.

7. Military to Civilian Employment-TWC	Received Notification of Award- First time applied/awarded. \$212K. To provide transitional assistance to military personnel and spouses. Career Center Services, training, work-experience.
8. Eligible Training Provider (ETPL) EdVera System	WFSCB Contract Manager reports the ETPL System has gone live and progress is made in the interfacing of information with training providers, service delivery and most important the job seekers.
9. TWIST-WIT Case Management System	Launch date Spring 2024- Major impact. Board and C2 started practice of data entry, services, assessments Summer 2023: Key input to TWC. Performance Data still pending. WIT Case Management system facing serious implementation issues impacting productivity, quality, compliance, reporting and customer service delivery. WFSCB will continue to be actively involved in the discussion with TWC on the progression to resolution.

2. Operation of Career Centers: Update to be provided by C2GPS Management regarding:

○ Career Center Operations and Staffing.

Staffing – Training of Career Advisors (CA). 2 CAs completed CAI; this training represents the second tier of structured training after receiving basic onboarding. The CA training is modeled with customer engagement strategy vs. traditional case management. 5 CAs began CAII and are scheduled to graduate June 2025; level II provides training with further emphasis on next level of communication, customer engagement, and resource management. Upon completion of CAII, the team members will have the opportunity to test for 3 certifications: Workforce Development, Career Services, and Career Development Facilitation.

Business Services Unit (BSU) Cross-Training. Topics included Resume Writing Strategies, expectations, examples and employer perspective and demands. Labor Market Information (LMI) was also a learning topic; how it is used, tools, and interpreting the data for decision-making.

○ Outreach and Service Delivery Strategies.

Metrix Learning – 65 individuals enrolled in this “no-cost” training program. Over 7000 courses available on Job readiness, customer services, business technology, industry specific skills. Certifications attained include: CompTIA, Amazon, Microsoft. These services enhance job-seeker’s work-readiness.

○ Partnership Highlights.

Baker Ripley – Staff met with Baker Ripley Leadership in February 2025 for the Quarterly Partnership Meeting. The team troubleshooted the referral process from Child Care to the Employment Services team, and how to improve outcomes for job seeking parents. Reestablished a clear process for notifying the Child Care team when Choices customers need Child Care support, or any changes occur.

Coastal Bend College (CBC)– Quarterly Touchpoint Meeting held in January 2025. Reviewed current initiatives and goals for WFSCB and CBC. WFSCB reviewed Partner Agency Referral Form and referral process with CBC. The Deputy Director, BSU provided information about BSU services to employers and community partners.

Upskill Coastal Bend – WFSCB was represented at the UpSkill Coastal Bend & Aransas County Roundtable in Fulton. UpSkill Partners met with community stakeholders from Aransas County to review the organization’s mission, impact, and how we can help job seekers and businesses in the county.

Vocational Rehabilitation Services – In March 2025, quarterly check-in with WFSCB and TWC VRS to discuss customer service, challenges, and program updates. Also beginning in March 2025, WFSCB and TWC VRS began coordination on the 2025 Summer Earn and Learn Program. Initial start-up meetings used to define program design, points of contact, and expected timeline for the program.

- Career center customer traffic; in-person or virtual Q2 Jan-March 2025.
Staples 9,052, Alice 1855, Beeville 748,
Falfurrias 44, Kingsville 785, Rockport 171, Sinton 908, Mobile Unit 58.
- Services to Workforce Career Center Customers Q2 Jan-March 2025.
New WIT Registrations: 3,372
Unique Customers Served: 8,526
Total Job Referrals Made: 6,240
Total Services Received: 48,527
- Unemployment Insurance (UI) Assistance Q2 Jan-March 2025.
RESEA Claimants Served- 204
Individuals Assisted with UI Claim Assistance- 266
Unique Claimants Assisted with Workforce Services- 1,003

3. Veterans Services:

- Military to Civilian Grant – TWC Awarded Funds. Currently working on Statement of Work and program design. Target Implementation June 1, 2025. Currently Veterans, Military and Spouses being served via WIOA Funds.
- Engagement with Texas Veterans Commission, Texas Veteran Leadership Program, Texas Veterans Network.
- Hiring Red, White & You! November 2025—Planning to begin in the Spring 2025.

Aligns with Strategic Goals: 1) Establish and Strengthen Partnerships, 2) Effectively/Efficiently Target Rural Area Services, 5) Increase Workforce Awareness, and 6) Improve Internal Efficiencies

INFORMATION ONLY

VIII – 2a. Services to Business – Business Solutions Report

BACKGROUND INFORMATION

Board Team Members and C2 Management will provide updates on Business Services for Q2- Jan-March 2025.

1. Activity Spotlight- Job Fairs and Hiring Events

Total Job Seekers- 605

Total Number of Employer Representatives- 84

- 11 Business Sector
- 13 Health Sector
- 25 Professional Skills & Trades
- 20 Public Services
- 15 Community partners

Texas VFW Military & Veteran Career Expo(Jan16)

- 38 Employers
- 204 Job Seekers(84 Veterans)

San Patricio County Economic Development-Skills, Trades & Public Services Career Expo & Job Fair(March 27)

- 26 Employers
- 225 Job Seekers
- 146 Students
- 10 Community partners

2. Innovation, Growth and Capacity Building

Continuous Process Improvement

- C2 GPS BSU Leadership Summit – Staff development opportunity for BSU Leadership. reviewed the current BSU model implemented by C2 GPS and the manner in which a sector-based, service delivery approach benefit regional employers through enhanced subject-matter expertise and engagement. Best practices/lessons were discussed between the various board areas. In depth exploration and discussion on the new TWC Employer Measures, and the best way to ensure meeting and exceeding in BCY25.
- Professional Skills and Trades Employer Panel - Organized employer panel to gather feedback from local employers within the professional skills and trades industry. Facilitated training and

discussion for Career Advisors and Customer Solutions Representatives to ensure that they are prepared to discuss current employment opportunities with job seekers, and speak knowledgeably about the ins and outs of the skilled trades industry.

Partnership Highlights

- Texas A&M Engineering Extension Service(TEEXS)- regularly scheduled meeting- promote no-cost training opportunities to employers' workforces and individuals seeking to upskill their abilities. This collaboration aims to enhance workforce development and support career advancement. Collaborative meetings with our partners to strengthen our relationships and continue meeting their needs.
- Del Mar College(DMC)-Regularly scheduled partner engagement meeting with DMC and the SBCD. Reviewed DMC programming and training offerings. WFSCB discussed BSU services, services to Youth, and an overview of Work-Based Learning Opportunities and how they can be used to support local, small businesses with their talent pipeline

Employer Engagements

- Bechtel- Professional Skills & Trades-Urban & Rural. BSU engaged with Veteran Program Manager with Bechtel Construction Services. Local employer engaged in the industrial construction sector with strong commitment to hiring qualified veterans in the Coastal Bend. Bechtel's management team is currently comprised of 7% veterans, and they offer priority hiring to veterans workers. Discussed opportunities to assist with their current hiring needs, including potential hiring events, OJT opportunities, and recruitment/screening.
- Burn Pits360- Public Sector- Urban & Rural. Met with local non-profit organization that works to educate everyone on the impact of toxic chemical exposure, advocate for those harmed, and empower Veterans and their families to stand up for our those impacted by Burn Pit exposure. Organization is prepared to offer work-based learning opportunities to urban and rural youth, focusing on office and customer service skills in a public facing environment.
- Lee's Auto Service & Lube, LLC. Professional Skills & Trades- Rural. BSU expanded rural work-based learning opportunities for WFSCB participants in Duval County. Automotive Service shop offering multiple opportunities for youth and adult participants to learn valuable, marketable skills and trades.

Board Strategic Goals: Effectively/efficiently Target Rural Area Service, Increase Workforce Solutions Awareness, Establish and Strengthen Partnerships, Expand Innovative Services to Business, Improve internal Efficiencies.

INFORMATION ONLY

VIII – 3a. Local Labor Market Intelligence – Jobs & Employment Report – Q2

BACKGROUND INFORMATION

Jobs & Employment Report

COASTAL BEND BUILDS MOMENTUM AS JOB GROWTH SURGES

As of March 2025, the Coastal Bend region continues to exhibit resilience and momentum amid ongoing labor market shifts. The unemployment rate improved once again, dropping from 4.6% to **4.3%** month-over-month, with more than **11,000 job openings** across diverse industry sectors offering meaningful opportunities for job seekers. The year-over-year unemployment rate held steady at 4.2%, reflecting alignment with broader trends across Texas and the nation.

Industries such as **Education and Health Services, Professional and Business Services, and Construction** remain key drivers of economic vitality, positioning the region for sustained advancement. **Workforce Solutions Coastal Bend** remains dedicated to fostering regional growth through workforce initiatives and community partnerships.

LABOR FORCE TRENDS: REGIONAL INSIGHTS

The civilian labor force in the Coastal Bend climbed to **266,437**, gaining over **2,800 new individuals** compared to March 2024. Employment also grew by **2,500** year-over-year, signaling the region's ongoing ability to meet economic demands. Alongside a steady 4.3% unemployment rate, job growth continues to create opportunities for workforce advancement and skill development.

Sectors Driving Growth

- **Education and Health Services** remain the largest employment sector in the region, accounting for **28.3%** of the workforce. This sector saw steady year-over-year growth of **1.5%**.
- **Leisure and Hospitality** experienced a **13.8%** expansion regionally and a **0.8%** increase in the Corpus Christi Metropolitan Statistical Area (MSA). Boosted by seasonal tourism and hospitality hiring.
- **Trade, Transportation and Utilities** sector remains a key focus for long-term growth, with projections indicating significant expansion opportunities leading up to 2032, presenting substantial infrastructure development opportunities.

Wages and Opportunities

- The average weekly wage in Coastal Bend rose to **\$1,096**, a **\$46 increase** compared to the previous year. While this marks progress, efforts continue to bridge the wage gap with state and national figures.
- Small and medium-sized enterprises remain a cornerstone of the local economy, with **82.1%** of jobs anchored in the private sector—evidence of a thriving and entrepreneurial business landscape.
- As of March 2025, continued unemployment claims have remained steady year-over-year, adding only **255 new claimants** for the year, reflecting a stable job transition rate.

STATEWIDE AND NATIONAL TRENDS

Texas Labor Market Trends

- Texas' economy continued its strong performance in March, with the labor market achieving record highs in both total jobs and the size of the civilian labor force. Texas added 26,500 positions over the month to reach a total of 14,282,600 nonfarm jobs. The state added 192,100 jobs over the year, bringing the annual nonfarm growth rate to 1.4% which outpaced the national growth rate by 0.2 percentage points.
- Texas' civilian labor force achieved another new record high of 15,778,500 after adding 8,400 people over the month, marking 57 of 59 months of growth. Over the year, Texas' civilian labor force has added 301,400 people.
- The state's non-seasonally adjusted unemployment rate decreased from 4.3 % in March 2024 to 4.1% in March 2025, mirroring the broader economic adjustments observed nationally.

National Trends

- On the national front, the unemployment rate witnessed an increase of 0.3 percentage points, from 3.9% in March 2024 to **4.2%** in March 2025, reflecting wider economic shifts.
- Growth in sectors such as Financial Activities and Trade, Transportation, and Utilities at both the state and national levels align with Coastal Bend's key economic drivers, reinforcing the region's strong position for continued growth.

The Texas Labor Market Information Data for April is scheduled to be released on Friday, May 16, 2025, at 9:00 a.m.

CUSTOMIZED LABOR MARKET DATA REQUESTS

Q1: LMI Requests

1. County Overview, Community Indicators Report, Unemployment by Industry - County view (10.11.2024)
2. Governor's RFI Data - Project Labrador - Population, Demographics, Occupations/Wages (10.18.2024)
3. Broadband Industry/Occupations (10.18.2024)
4. Industrial Mechanics vs Process Technology Information (10.24.2024)
5. Top 10 Employers and Business Size Report (10.29.2024)
6. Construction and Extraction Helper - Occupations Jet Grant (11.08.2024)
7. Top 20 Highest Ranked Occupations - Corpus Christi MSA (11.18.2024)

Q2: LMI Requests

1. Industrial Occupations Report (1.08.2025)
2. Welders for Jet Grant (1.16.2025)
3. Medical Assistants for Jet Grant (1.16.2025)
4. Cybersecurity Occupational Wages (1.27.2024)
5. Bus Drivers and CDL Drivers - Talking Points for presentation (2.19.2025)
6. Jim Wells County - Past and Future Job Growth in Jim Wells County (2.25.2025)
7. Advanced Technology (3.6.2025)
8. Economy Overview for Jim Wells County (3.15.2025)
9. Economy Overview Coastal Bend & WIT Jobs (3.26.2025)
10. Aerospace & Aviation Industry and Occupational Reports (3.31.2025)

Area	Area Type	Latest Monthly Data March 2025						Latest Monthly Data February 2025				Year Ago March 2024			
		Labor Force	Employment	Unemployment	Rate	M+	Y+	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
United States	Nation	170,653,000	163,412,000	7,242,000	4.2	-0.3	0.3	170,116,000	162,544,000	7,572,000	4.5	167,960,000	161,356,000	6,604,000	3.9
Texas	State	15,807,696	15,177,754	629,942	4.0	-0.3	0.1	15,839,371	15,162,847	676,524	4.3	15,512,671	14,903,001	609,670	3.9
Corpus Christi	MSA	212,391	203,456	8,935	4.2	-0.3	0.1	212,625	202,999	9,626	4.5	209,795	201,115	8,680	4.1
Coastal Bend	WDA	266,437	255,029	11,408	4.3	-0.3	0.1	267,017	254,702	12,315	4.6	263,589	252,436	11,153	4.2
Aransas Pass	County	10,181	9,715	466	4.6	-0.3	0.2	10,212	9,708	504	4.9	10,048	9,604	444	4.4
Bee	County	10,254	9,772	482	4.7	-0.5	0.4	10,291	9,752	539	5.2	10,112	9,675	437	4.3
Brooks	County	2,967	2,847	120	4.0	-0.2	-0.4	3,014	2,887	127	4.2	3,004	2,872	132	4.4
Duval	County	3,969	3,781	188	4.7	-0.3	-0.2	4,025	3,824	201	5.0	4,028	3,830	198	4.9
Jim Wells	County	15,730	14,946	784	5.0	-0.3	-0.1	15,878	15,040	838	5.3	15,858	15,048	810	5.1
Kenedy	County	106	97	9	8.5	0.7	1.6	116	107	9	7.8	102	95	7	6.9
Kleberg	County	14,147	13,574	573	4.1	-0.4	-0.1	14,203	13,565	638	4.5	13,881	13,300	581	4.2
Live Oak	County	3,982	3,798	184	4.6	-0.3	-0.2	3,968	3,774	194	4.9	3,913	3,727	186	4.8
Nueces	County	169,812	162,921	6,891	4.1	-0.3	0.1	169,957	162,458	7,499	4.4	167,820	161,066	6,754	4.0
Refugio	County	2,891	2,758	133	4.6	-0.3	0.4	2,897	2,754	143	4.9	2,896	2,774	122	4.2
San Patricio	County	32,398	30,820	1,578	4.9	-0.1	0.3	32,456	30,833	1,623	5.0	31,927	30,445	1,482	4.6

(M+) Change in unemployment rate from last month (Increase) (Decrease)

(Y+) Change in unemployment rate from last year (Increase) (Decrease)

- Earnings for all occupations Coastal Bend, expressed as hourly rate (TWC):

Coastal Bend All Occupations-	Average \$17.76/hr.	Entry level \$10.89/hr.	Experienced workers \$29.14/hr.	Top 10% \$33.56/hr.
Texas All Occupations-	Average \$18.76/hr.	Entry level \$11.70/hr.	Experienced workers \$33.25/hr.	Top 10% \$39.64/hr.

- Educational Attainment for population 25 years of age and older - Corpus Christi (Census American Fact Finder/American Community Survey):

Less than 9th grade 7.0%	12th grade & GED 27%	Associates degree 8.0%	Graduate or Professional 11.0%
9th thru 11th grade 10.0%	Some College 24%	Bachelor's degree 13.0%	

- Median earnings Corpus Christi by education for persons 25 years of age & up (Census AFF/ACS): **\$27,211** (\$36,380 male/\$22,328 female)

Less than High School \$15.437	Some College or Associates \$28,739	Graduate or Professional \$56,681
\$26.818	Bachelor's \$44,078	

IMPORTANT NOTICE TO CUSTOMERS

This document contains vital information about requirements, rights, determinations, and/or responsibilities for accessing workforce system services.

Language services, including the interpretation/translation of this document are available free of charge upon request.

Este documento contiene información importante sobre los requisitos, los derechos, las determinaciones y las responsabilidades del acceso a los servicios del sistema de la fuerza laboral. Hay disponibles servicios de idioma, incluida la interpretación y la traducción de documentos, sin ningún costo y a solicitud.

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Coastal Bend Workforce Development Area

March 2025



WDA Labor Force Statistics

	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	266,437	267,017	263,589	2,848
Employed	255,029	254,702	252,436	2,593
Unemployed	11,408	12,315	11,153	255
Unemployment Rate	4.3%	4.6%	4.2%	0.1%

Texas Labor Force Statistics

	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	15,807,696	15,839,371	15,512,671	295,025
Employed	15,177,754	15,162,847	14,903,001	274,753
Unemployed	629,942	676,524	609,670	20,272
Unemployment Rate	4.0%	4.3%	3.9%	0.1%

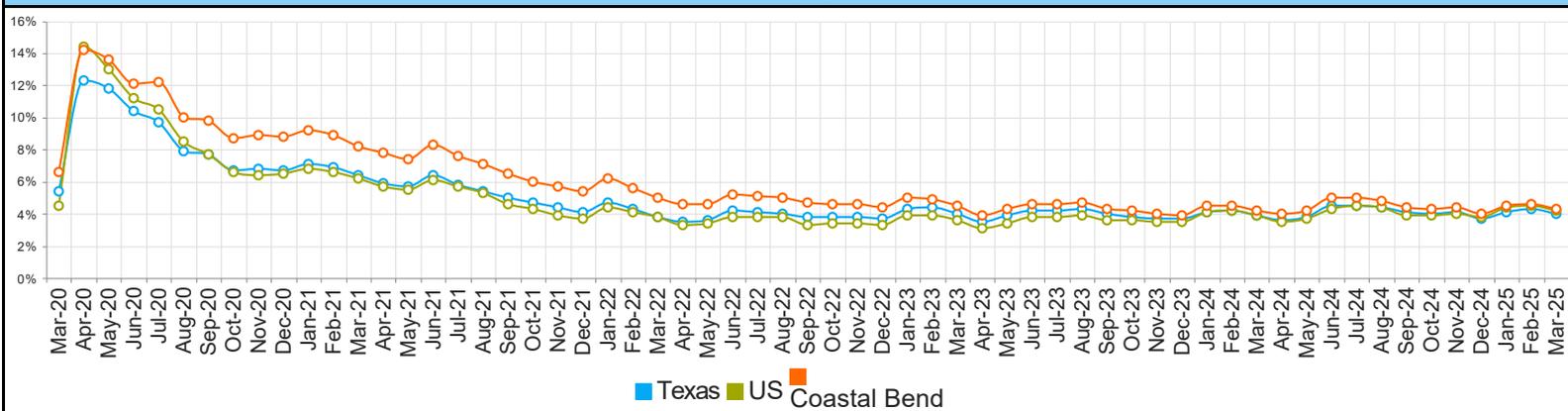
US Labor Force Statistics

	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	170,653,000	170,116,000	167,960,000	2,693,000
Employed	163,412,000	162,544,000	161,356,000	2,056,000
Unemployed	7,242,000	7,572,000	6,604,000	638,000
Unemployment Rate	4.2%	4.5%	3.9%	0.3%

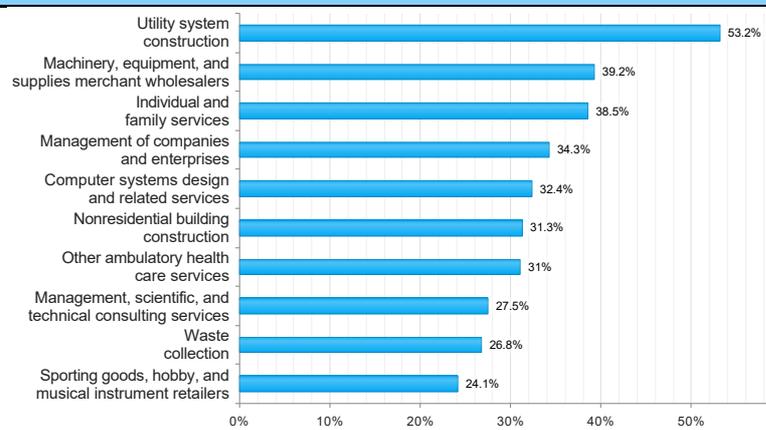
Continued Claims for the Week of the 12th

	Mar-25	Feb-25	Mar-24	Yearly Change
WDA	1,992	1,957	2,040	-48
Texas	124,335	120,048	122,927	1,408

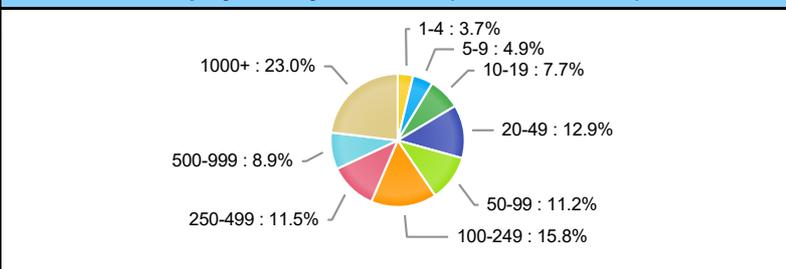
Historical Unemployment Rates



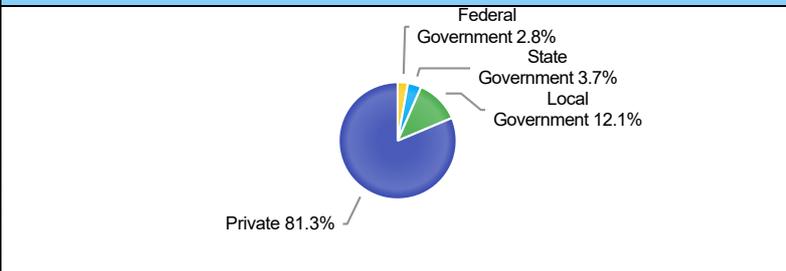
Projected Top Ten Fastest Growing Industries in WDA (% Growth 2022-2032)



Employment by Size Class (3rd Quarter 2024)



Employment by Ownership (3rd Quarter 2024)



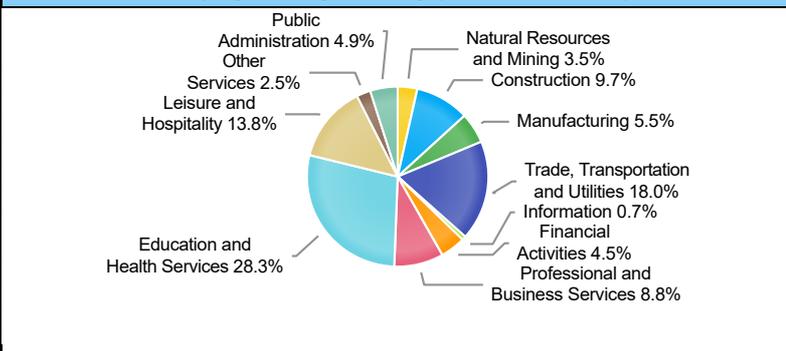
Average Weekly Wage (3rd Quarter 2024)

	Q3 2024	Q2 2024	Q3 2023	Quarterly Change	Yearly Change
WDA	\$1,096	\$1,084	\$1,050	\$12	\$46
Texas	\$1,396	\$1,381	\$1,335	\$15	\$61
US	\$1,394	\$1,390	\$1,334	\$4	\$60

Employment by Industry (3rd Quarter 2024, Percent Change)

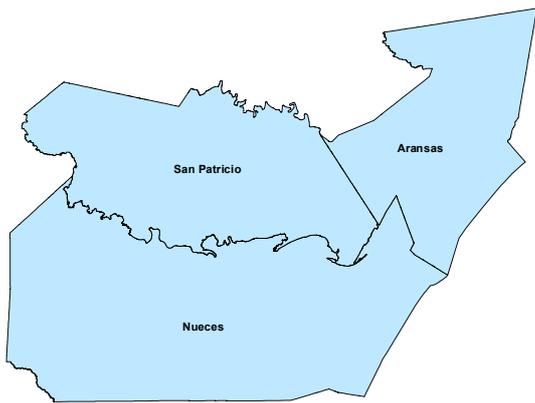
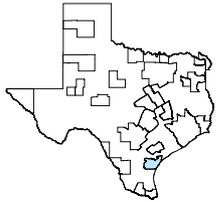
Industry	Employment	% of Total	% Quarterly Change	% Yearly Change
Natural Resources and Mining	8,249	3.5%	0.5%	0.8%
Construction	22,948	9.7%	4.2%	-1.0%
Manufacturing	12,950	5.5%	0.3%	0.5%
Trade, Transportation and Utilities	42,602	18.0%	-0.9%	0.1%
Information	1,590	0.7%	-0.6%	-5.2%
Financial Activities	10,568	4.5%	-0.4%	0.2%
Professional and Business Services	20,772	8.8%	1.5%	-4.4%
Education and Health Services	67,124	28.3%	-1.8%	1.5%
Leisure and Hospitality	32,730	13.8%	-0.5%	-2.2%
Other Services	5,870	2.5%	-2.0%	-0.1%
Public Administration	11,495	4.9%	-0.3%	-1.1%

Employment by Industry (3rd Quarter 2024)



Corpus Christi MSA

March 2025

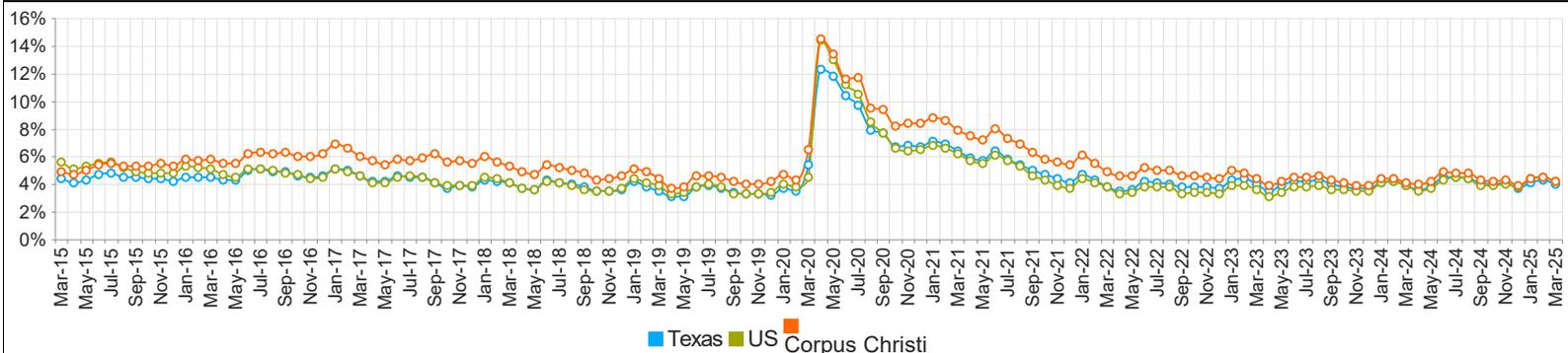


MSA Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	212,391	212,625	209,795	2,596
Employed	203,456	202,999	201,115	2,341
Unemployed	8,935	9,626	8,680	255
Unemployment Rate	4.2%	4.5%	4.1%	0.1%

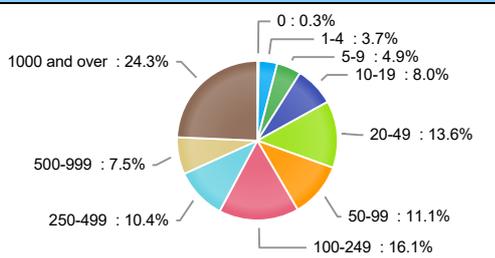
Texas Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	15,807,696	15,839,371	15,512,671	295,025
Employed	15,177,754	15,162,847	14,903,001	274,753
Unemployed	629,942	676,524	609,670	20,272
Unemployment Rate	4.0%	4.3%	3.9%	0.1%

US Labor Force Statistics				
	Mar-25	Feb-25	Mar-24	Yearly Change
Civilian Labor Force	170,653,000	170,116,000	167,960,000	2,693,000
Employed	163,412,000	162,544,000	161,356,000	2,056,000
Unemployed	7,242,000	7,572,000	6,604,000	638,000
Unemployment Rate	4.2%	4.5%	3.9%	0.3%

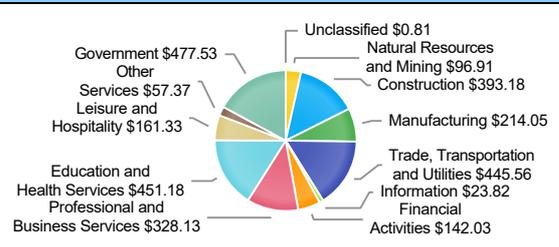
Historical Unemployment Rates



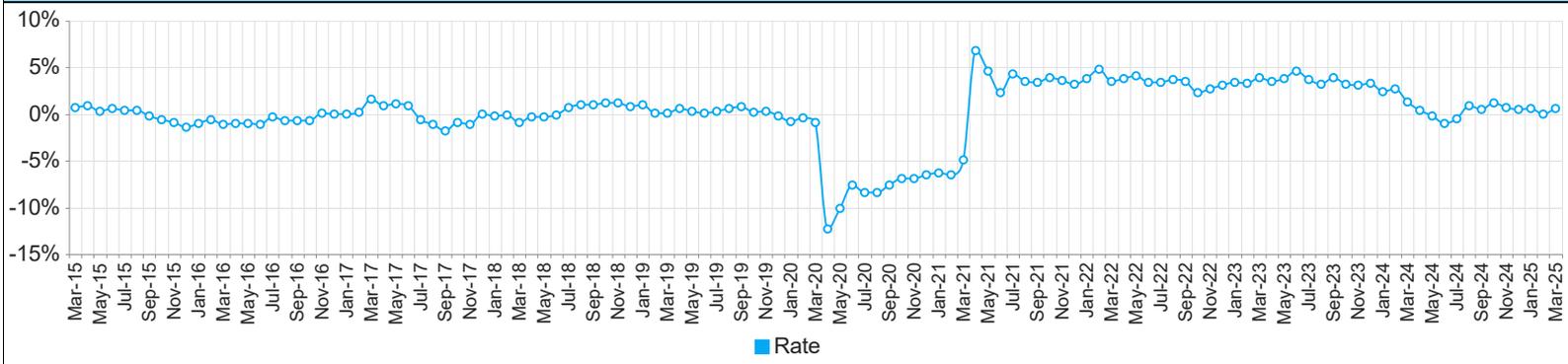
Employment by Size Class (3rd Quarter 2024)



Wages by Industry (in millions) (3rd Quarter 2024)



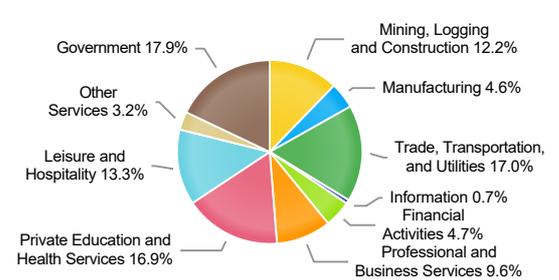
Annual Growth Rate Total Non-agricultural employment



Employment by Industry (March 2025)

Industry	Current Month Employment	% Monthly Change	% Yearly Change
Total Nonfarm	199,700	0.3%	0.6%
Mining, Logging and Construction	24,400	-0.8%	0.4%
Manufacturing	9,200	2.2%	0.0%
Trade, Transportation, and Utilities	33,900	0.9%	0.0%
Information	1,400	0.0%	0.0%
Financial Activities	9,300	0.0%	0.0%
Professional and Business Services	19,200	-1.0%	1.1%
Private Education and Health Services	33,700	-0.3%	3.1%
Leisure and Hospitality	26,500	1.5%	0.8%
Other Services	6,400	1.6%	-4.5%
Government	35,700	0.3%	-0.3%

Employment by Industry (March 2025)



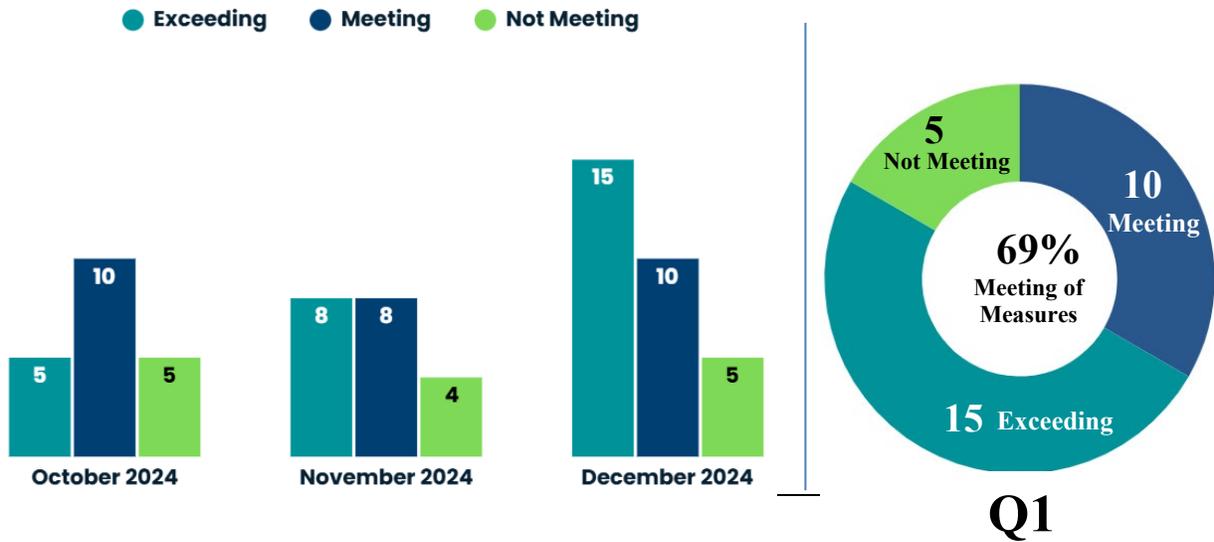
INFORMATION ONLY

VIII – 4a. Performance Measure Update – Board Contract Year 2025-26

BACKGROUND INFORMATION

PERFORMANCE MEASURE UPDATE

December 2024 Final Release
Board Contract Year: 2025



Background

Listed below are the TWC Performance Measures definitions and an indication of whether the individual measures are attained or not, Target % and Current %. The Percentages of target attained are represented by the following:

Non-WIOA Measures	WIOA Measures
+P (Exceeding) – Meeting performance – Greater than 105%	+P (Exceeding) – Meeting performance – Greater than 110%
MP – Meeting performance – Greater than 97.5% and Equal to or Less than 105%	MP – Meeting performance – Greater than 95% and Equal to or Less than 110%
MP – Meeting at Risk – Equal to or Greater than 95% and Equal to or Less than 97%	MP – Meeting at Risk – Equal to or Greater than 90% and Equal to or Less than 95%
-P – Not meeting performance – Less than 95%	-P – Not meeting performance – Less than 90%

Explanation of Measures **in Negative Performance** for December 2024

Performance Measure	Current		Current Performance	EOY % Goal	% of Meeting EOY Goal
	Numerator	Denominator			
Measurable Skills Gains – Adult	65	113	57.50%	69.70%	82.50%
Employed Q2 Post Exit – Dislocated Worker	16	24	66.70%	79.40%	84.01%
Measurable Skills Gains – Dislocated Worker	14	25	56.00%	75.00%	74.67%
Employed/Enrolled Q2 Post Exit – C&T All Participants	2,209	3,636	60.80%	68.00%	89.41%
Employed/Enrolled Q2-Q4 Post Exit – C&T All Participants	1,621	2,070	78.30%	84.00%	93.21%

Performance Updates

Transition to New Monthly Performance Reports System

TWC is currently transitioning into a new monthly performance reporting system on the **Tableau platform**, expected to be fully implemented by **this summer**. This new system will enhance data visualization and accessibility for performance tracking.

MPR Reports – Estimated Time of Arrival (ETA)

- *October, November, and December MPR Reports* → **Expected release in the first week of April.**
- *January and February MPR Reports* → **Expected release in mid-April.**

Performance Updates

- **Statewide System Upgrade:** The Texas Workforce Commission (TWC) has upgraded its reporting system for Career & Training programs. As a result, both current and historical data have been updated to align with this new system.
- **Youth Measures:** The methodology for all Youth performance measures is being reviewed and corrected to ensure data accuracy.
- **Choices Full Engagement Measure:** Due to challenges in replicating the necessary reporting logic after the launch of the new Workforce Case Management System in April 2024, performance for this measure can only be calculated from October 2023 to March 2024 for BCY2024.

Board Actions

Response to Performance Updates

The Board is actively responding to the recent performance updates by holding bi-weekly Performance Meetings with C2. These meetings are focused on closely monitoring all performance measures and ensuring that all available data is thoroughly reviewed so that no key information is overlooked.

In support of this effort, C2 has implemented its own projections tracking system, which is reviewed on a weekly basis. This tool allows for continuous performance monitoring and supports timely decision-making to maintain accuracy and alignment with state reporting standards.

AT-A-GLANCE COMPARISON - BOARD CONTRACTED MEASURES

Percent of Target (Year-to-Date Performance Periods)

FINAL RELEASE
As Originally Published 4/2/2025
DECEMBER 2024 REPORT

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures														
	Adult					DW					Youth				
	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed Q2 Post-Exit	Employed Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q4 Post-Exit	Median Earnings Q2 Post-Exit	Credential Rate	Measurable Skills Gains (YTD-Only)
Alamo	90.30%	86.24%	103.37%	78.66%	102.44%	100.51%	97.52%	93.04%	58.48%	96.93%	n/a	n/a	n/a	n/a	n/a
Borderplex	87.83%	101.85%	121.84%	110.35%	50.07%	62.60%	66.24%	103.72%	100.60%	92.93%	n/a	n/a	n/a	n/a	n/a
Brazos Valley	77.16%	66.76%	106.77%	46.84%	27.83%	79.05%	63.86%	91.51%	n/a	35.60%	n/a	n/a	n/a	n/a	n/a
Cameron	95.54%	93.25%	68.30%	99.41%	89.38%	n/a	120.77%	n/a	117.65%	100.47%	n/a	n/a	n/a	n/a	n/a
Capital Area	103.24%	92.88%	91.54%	81.64%	87.74%	103.61%	79.48%	113.48%	101.62%	71.07%	n/a	n/a	n/a	n/a	n/a
Central Texas	99.16%	94.46%	124.71%	113.91%	87.66%	73.11%	74.85%	130.54%	107.78%	95.20%	n/a	n/a	n/a	n/a	n/a
Coastal Bend	100.52%	98.93%	105.56%	90.30%	82.50%	84.01%	94.40%	130.15%	131.58%	74.67%	n/a	n/a	n/a	n/a	n/a
Concho Valley	96.14%	56.42%	87.02%	140.65%	128.03%	121.36%	117.65%	39.26%	n/a	133.33%	n/a	n/a	n/a	n/a	n/a
Dallas	85.54%	81.71%	108.83%	82.82%	64.42%	85.52%	91.14%	110.69%	74.03%	68.00%	n/a	n/a	n/a	n/a	n/a
Deep East	93.51%	97.28%	72.96%	106.62%	95.70%	84.95%	83.06%	140.48%	79.40%	111.07%	n/a	n/a	n/a	n/a	n/a
East Texas	93.15%	94.50%	84.20%	82.52%	101.43%	96.46%	95.79%	94.14%	112.76%	86.67%	n/a	n/a	n/a	n/a	n/a
Golden Crescent	77.09%	76.50%	66.30%	89.89%	58.25%	102.14%	102.76%	77.68%	94.12%	38.13%	n/a	n/a	n/a	n/a	n/a
Gulf Coast	94.73%	90.51%	91.89%	78.20%	93.26%	95.63%	80.72%	99.53%	72.06%	90.93%	n/a	n/a	n/a	n/a	n/a
Heart of Texas	109.25%	83.70%	88.13%	118.24%	91.25%	101.09%	98.89%	146.09%	131.58%	66.67%	n/a	n/a	n/a	n/a	n/a
Lower Rio	95.52%	99.74%	90.05%	101.41%	108.32%	88.84%	109.70%	89.19%	110.71%	111.07%	n/a	n/a	n/a	n/a	n/a
Middle Rio	116.16%	98.52%	91.99%	123.46%	95.70%	77.18%	84.71%	179.88%	117.65%	98.80%	n/a	n/a	n/a	n/a	n/a
North Central	96.49%	83.36%	99.58%	74.79%	81.78%	85.73%	84.29%	95.89%	68.99%	66.67%	n/a	n/a	n/a	n/a	n/a
North East	89.71%	98.42%	149.28%	112.93%	100.43%	99.27%	72.35%	118.37%	126.26%	106.72%	n/a	n/a	n/a	n/a	n/a
North Texas	93.21%	81.05%	140.43%	74.88%	69.01%	104.00%	67.41%	99.00%	70.59%	66.67%	n/a	n/a	n/a	n/a	n/a
Panhandle	104.70%	100.75%	111.18%	108.81%	102.73%	112.93%	95.65%	150.02%	104.59%	66.67%	n/a	n/a	n/a	n/a	n/a
Permian Basin	87.87%	88.40%	92.90%	74.90%	112.77%	91.02%	94.89%	62.78%	53.53%	101.20%	n/a	n/a	n/a	n/a	n/a
Rural Capital	100.67%	81.12%	120.56%	89.15%	70.59%	68.51%	95.54%	83.59%	91.53%	80.00%	n/a	n/a	n/a	n/a	n/a
South Plains	85.20%	84.08%	96.59%	98.82%	122.96%	80.95%	100.82%	132.39%	102.94%	118.53%	n/a	n/a	n/a	n/a	n/a
South Texas	76.08%	100.27%	81.10%	105.88%	131.56%	71.39%	88.38%	70.99%	90.47%	108.40%	n/a	n/a	n/a	n/a	n/a
Southeast	86.85%	100.00%	123.58%	91.38%	120.23%	89.46%	87.10%	144.73%	62.89%	133.33%	n/a	n/a	n/a	n/a	n/a
Tarrant	85.54%	88.03%	91.10%	104.29%	88.09%	91.77%	91.24%	91.29%	80.75%	82.80%	n/a	n/a	n/a	n/a	n/a
Texoma	93.78%	104.13%	136.97%	106.52%	123.82%	n/a	94.12%	n/a	123.46%	127.88%	n/a	n/a	n/a	n/a	n/a
West Central	77.66%	82.01%	143.21%	119.77%	114.78%	97.09%	94.12%	132.49%	117.65%	133.33%	n/a	n/a	n/a	n/a	n/a
+P	1	0	9	7	7	2	2	12	9	7	0	0	0	0	0
MP	16	15	12	10	9	11	14	8	8	9	0	0	0	0	0
-P	11	13	7	11	12	13	12	6	9	12	0	0	0	0	0
% MP & +P	61%	54%	75%	61%	57%	50%	57%	77%	65%	57%	N/A	N/A	N/A	N/A	N/A
From	7/23	1/23	7/23	1/23	7/24	7/23	1/23	7/23	1/23	7/24	7/23	1/23	7/23	1/23	7/24
To	12/23	6/23	12/23	6/23	12/24	12/23	6/23	12/23	6/23	12/24	12/23	6/23	12/23	6/23	12/24

Percent of Target (Year-to-Date Performance Periods)

Green = +P White = MP Yellow = MP but At Risk Red = -P

Board	WIOA Outcome Measures (cont.)			Reemployment and Employer Engagement		Participation		Total Measures			
	C&T Participants			Claimant ReEmployment within 10 Weeks	Employers Rcvg TX Talent Assistance	Choices Full Engagement Rate	Average # Children Served Per Day-Combined	+P	MP	-P	% MP & +P
	Employed/Enrolled Q2 Post-Exit	Employed/Enrolled Q2-Q4 Post-Exit	Credential Rate								
Alamo	89.71%	95.71%	78.31%	99.00%	103.89%	n/a	99.47%	0	11	5	69%
Borderplex	87.06%	89.64%	105.21%	104.58%	149.56%	n/a	75.47%	4	5	7	56%
Brazos Valley	93.82%	96.19%	64.08%	103.33%	80.86%	n/a	95.05%	0	5	10	33%
Cameron	88.82%	84.52%	115.07%	101.88%	79.05%	n/a	88.71%	3	5	6	57%
Capital Area	88.68%	96.79%	92.68%	86.44%	115.79%	n/a	89.59%	2	6	8	50%
Central Texas	83.09%	88.81%	124.93%	102.94%	88.31%	n/a	93.87%	4	5	7	56%
Coastal Bend	89.41%	93.21%	98.17%	108.13%	102.33%	n/a	119.31%	4	7	5	69%
Concho Valley	94.56%	96.19%	140.85%	96.37%	50.80%	n/a	101.47%	6	4	5	67%
Dallas	83.97%	92.26%	77.32%	97.12%	150.89%	n/a	101.46%	2	4	10	38%
Deep East	89.26%	91.55%	63.80%	117.32%	86.85%	n/a	90.68%	3	4	9	44%
East Texas	87.35%	92.74%	61.83%	102.67%	101.08%	n/a	95.79%	1	9	6	63%
Golden Crescent	97.65%	97.26%	97.46%	106.08%	100.46%	n/a	88.63%	1	7	8	50%
Gulf Coast	87.21%	91.67%	74.51%	112.70%	135.98%	n/a	101.91%	2	8	6	63%
Heart of Texas	95.74%	98.45%	77.18%	108.85%	106.89%	n/a	92.39%	5	6	5	69%
Lower Rio	91.47%	85.12%	112.11%	109.40%	94.79%	n/a	93.95%	4	6	6	63%
Middle Rio	90.74%	77.26%	119.72%	98.30%	83.55%	n/a	101.81%	5	6	5	69%
North Central	88.24%	94.05%	74.23%	93.42%	139.06%	n/a	89.46%	1	3	12	25%
North East	78.38%	92.86%	129.16%	106.74%	81.36%	n/a	109.24%	7	4	5	69%
North Texas	95.15%	90.60%	82.11%	106.08%	95.54%	n/a	92.18%	2	5	9	44%
Panhandle	96.62%	90.95%	126.34%	117.32%	80.34%	n/a	98.72%	5	8	3	81%
Permian Basin	94.12%	93.21%	77.04%	109.18%	87.45%	n/a	84.46%	2	4	10	38%
Rural Capital	96.18%	99.76%	75.92%	89.32%	106.74%	n/a	95.08%	2	6	8	50%
South Plains	92.50%	92.14%	119.72%	114.04%	94.05%	n/a	89.85%	5	4	7	56%
South Texas	84.41%	84.76%	120.42%	105.37%	107.31%	n/a	106.20%	5	4	7	56%
Southeast	87.35%	90.95%	99.16%	111.58%	94.14%	n/a	93.46%	5	3	8	50%
Tarrant	86.62%	93.45%	103.10%	96.94%	98.27%	n/a	87.52%	0	8	8	50%
Texoma	87.50%	93.69%	118.87%	102.32%	102.15%	n/a	84.47%	5	6	3	79%
West Central	89.41%	91.67%	128.03%	111.85%	96.02%	n/a	88.95%	8	3	5	69%
+P	0	0	12	14	8	0	3	93			
MP	5	7	4	11	8	0	9	156			
-P	23	21	12	3	12	0	16	193			
% MP & +P	18%	25%	57%	89%	57%	N/A	43%	56%			
From	7/23	1/23	1/23	7/24	10/24		10/24	From			
To	12/23	6/23	6/23	9/24	12/24		12/24	To			

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: COASTAL BEND

FINAL RELEASE
As Originally Published 4/2/2025
DECEMBER 2024 REPORT

Status Summary		With Positive Performance (+P):	Meeting Performance (MP):	With Negative Performance (-P):	% +P & MP											
Contracted Measures		5	9	7	66.67%											
Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
Notes																

WIOA Outcome Measures

DOL-C 1	Employed Q2 Post Exit – Adult (DOL)	MP	100.52%	76.60%	76.60%	77.00%	77.40%	80.00%	97 126		82.50%	72.50%			7/23	12/23
DOL-C 1	Employed Q4 Post Exit – Adult (DOL)	MP	98.93%	74.70%	74.70%	73.90%	75.30%	73.50%	82 111		68.80%	77.80%			1/23	6/23
DOL-C 1	Median Earnings Q2 Post Exit – Adult (DOL)	MP	105.56%	\$7,000.00	\$7,000.00	\$7,388.85	\$8,528.30	\$8,467.70	n/a 99		\$8,806.58	\$6,904.65			7/23	12/23
DOL-C 1	Credential Rate – Adult (DOL)	MP	90.30%	71.10%	71.10%	64.20%	70.50%	65.90%	34 53		60.70%	68.00%			1/23	6/23
DOL-C 1	Measurable Skills Gains - Adult (DOL)	-P	82.50%	69.70%	69.70%	57.50%	n/a	64.70%	65 113		----	----	----	----	7/24	12/24
DOL-C 1	Employed Q2 Post Exit – DW (DOL)	-P	84.01%	79.40%	79.40%	66.70%	84.00%	84.60%	16 24		77.80%	60.00%			7/23	12/23
DOL-C 1	Employed Q4 Post Exit – DW (DOL)	MP	94.40%	78.50%	78.50%	74.10%	85.00%	78.90%	20 27		75.00%	73.30%			1/23	6/23
DOL-C 1	Median Earnings Q2 Post Exit – DW (DOL)	+P	130.15%	\$10,180.00	\$10,180.00	\$13,249.51	\$12,080.51	\$11,694.25	n/a 16		\$13,113.00	\$13,386.01			7/23	12/23
DOL-C 1	Credential Rate – DW (DOL)	+P	131.58%	76.00%	76.00%	100.00%	84.90%	80.30%	5 5		100.00%	100.00%			1/23	6/23
DOL-C 1	Measurable Skills Gains - DW (DOL)	-P	74.67%	75.00%	75.00%	56.00%	n/a	69.70%	14 25		----	----	----	----	7/24	12/24
DOL-C 1,2	Employed/Enrolled Q2 Post Exit – Youth (DOL)	n/a	n/a	n/a	73.40%	n/a	n/a	n/a	n/a n/a		n/a	n/a			7/23	12/23
DOL-C 1,2	Employed/Enrolled Q4 Post Exit – Youth (DOL)	n/a	n/a	n/a	75.00%	n/a	n/a	n/a	n/a n/a		n/a	n/a			1/23	6/23
DOL-C 1,2	Median Earnings Q2 Post Exit – Youth (DOL)	n/a	n/a	n/a	\$3,900.00	n/a	n/a	n/a	n/a n/a		n/a	n/a			7/23	12/23
DOL-C 1,2	Credential Rate – Youth (DOL)	n/a	n/a	n/a	56.60%	n/a	n/a	n/a	n/a n/a		n/a	n/a			1/23	6/23
DOL-C 1,2	Measurable Skills Gains - Youth (DOL)	n/a	n/a	n/a	64.30%	n/a	n/a	n/a	n/a n/a		----	----	----	----	7/24	12/24
LBB-NK 1	Employed/Enrolled Q2 Post Exit – C&T Participants Except Other	-P	89.41%	68.00%	68.00%	60.80%	60.60%	68.90%	2,209 3,636		62.60%	59.40%			7/23	12/23
LBB-K 1	Employed/Enrolled Q2-Q4 Post Exit – C&T Participants Except Other	-P	93.21%	84.00%	84.00%	78.30%	83.70%	85.60%	1,621 2,070		76.20%	80.30%			1/23	6/23
LBB-K 1	Credential Rate – C&T Participants	MP	98.17%	71.00%	71.00%	69.70%	73.50%	64.60%	62 89		68.10%	71.40%			1/23	6/23

1. TWC recently rebuilt its reporting system for Career & Training programs and the data reported here and for the historical data has been updated to use this new system.
2. Methods for all Youth measures are being remediated to ensure accuracy.

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

BOARD SUMMARY REPORT - CONTRACTED MEASURES

Year-to-Date Performance Periods*

BOARD NAME: COASTAL BEND

FINAL RELEASE
As Originally Published 4/2/2025
DECEMBER 2024 REPORT

Source	Measure	Status	% Current Target	Current Target	EOY Target	Current Perf.	Prior Year End	2 Years Ago YE	YTD Num	YTD Den	QTR 1	QTR 2	QTR 3	QTR 4	From	To
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Reemployment and Employer Engagement Measures

TWC	Claimant Reemployment within 10 Weeks	+P	108.13%	60.00%	60.00%	64.88%	65.11%	61.71%	1,478	2,278	64.88%				7/24	9/24
TWC	Employers Receiving Texas Talent Assistance	MP	102.33%	773	2,780	791	2,241	2,548	----	----	791				10/24	12/24

Program Participation Measures

TWC	Choices Full Engagement Rate - All Family Total	n/a	n/a	n/a	50.00%	N/L	N/L	56.85%	N/L	N/L	N/L	N/L	N/L	N/L	10/24	12/24
3									N/L	N/L	N/L	N/L	N/L	N/L		
LBB-K	Avg # Children Served Per Day - Combined	+P	119.31%	3,102	3,102	3,701	3,745	3,403	244,236	66	3,701				10/24	12/24

3. I|3 has been unable to replicate the report logic necessary to report this measure following the launch of the Workforce Case Management replacement in April 2024. As such, BCY24 performance will be based on Oct 2023 to March 2024 – the period for performance was able to be calculated.

Note: In some cases historic data not available at time of original publication (such as when a new measure is created) has been added to the MPR retroactively to allow trend analysis.

INFORMATION ONLY

VIII – 5. Facilities & IT Update

BACKGROUND INFORMATION

Board Team Members will provide update on:

- Facilities: Progress of New Career Center in Corpus Christi.
- Update on IT Assessment Project

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Able-bodied Adult Without Dependents	ABAWD	An individual 18 yrs.+ , but under the age of 50, without dependents. SNAP-ABAWD recipients are referred by the Texas Health and Human Services Commission (HHSC).
Board Contract Year	BCY	Board Contract Year (runs from Oct. 1 - Sept. 30)
Career & Education Outreach Program	CEOP	Provides career information to students at public middle and high schools, grades six through twelve, to direct students towards high-growth/high-demand occupations. Students receive in-depth information and directions on career choices as well as access to workforce resources.
Dislocated Worker	DW	An individual who has been terminated or laid off from employment is not eligible for unemployment benefits due to insufficient earnings and is unlikely to return to a previous industry or occupation.
Department of Labor	DOL	United States Department of Labor
Educator Externship	EDEX	Informs teachers of the skill sets needed for in-demand jobs, and allows the teachers to inform and guide students toward employment in industries that match their skill sets.
Employment Services (Wagner-Peyser)	ES	Services for employers and job seekers to ensure employers have access to qualified workers. Provides job matching and recruitment services to employers and job seekers.
Eligible Training Provider	ETP	Training providers certified by the Texas Workforce Commission to provide WIOA-funded training programs.
Eligible Training Program List	ETPL	A comprehensive list of training programs approved for WIOA-funded training using Individual Training Accounts.
Fiscal Year	FY	The fiscal year is the accounting period of the federal government. It begins on October 1 and ends on September 30 of the next calendar year.
Individual Training Accounts	ITA	An account established for eligible WIOA customers for training in an array of state-approved training programs. ITAs may be used only for programs included on the statewide ETPL.
Local Workforce Development Board	LWDB	Local workforce development board established in accordance with WIA Section 117, for the purpose of policy planning for a local area and has the responsibility to ensure that the workforce needs of employers and job seekers in the geographic area governed by the local unit of government are met.
Monthly Performance Report	MPR	Performance accountability indicators used to assess the effectiveness of states and local workforce systems to achieve positive outcomes for individuals served by the six core workforce programs.
Migrant and Seasonal Farmworker Program	MSFW	A nationally directed program created by Congress in response to the chronic seasonal unemployment and underemployment experienced by migrant and seasonal farmworkers (MSFW). Provides funding to help migrant and seasonal farmworkers and their families achieve economic self-sufficiency.
National Dislocated Worker	NDW	A grant awarded to areas affected by major disaster or national catastrophe to assist in disaster relief employment and assist the substantial number of workers who were forced to relocate from an area in which a disaster has been declared.
On-the-Job Training	OJT	One-on-one training located at the job site for participants who already have some job-related skills. By participating in training as an employee, the participant acquires new skills and knowledge and receives the same wages and benefits as current employees in the same or similar position.
Program Year	PY	Program Year (for example, Program Year 2022: PY'22; –period varies for state and federal years)
Reemployment Services and Eligibility Assessment	RESEA	A federal grant program designed to allow states to provide intensive reemployment assistance to individuals who are receiving unemployment benefits and are determined likely to exhaust their benefits before becoming reemployed.
Rapid Response	RR	Provides immediate on-site assistance to workers who have job losses due to businesses closure or worker reduction. Designed to transition workers to their next employment as soon as possible.

WFSCB Glossary of Terms

Program Title	Acronym	Program Description
Summer Earn and Learn	SEAL	A summer program that offers basic work-based learning and training services for students with disabilities such as, pre-employment work readiness training and preparation for the work experience placement; work experience to help gain familiarity with the workplace environment and develop transferable job skills; and paid compensation for time worked on the job.
Student HireAbility Navigator	SHAN	Student HireAbility Navigator's role is to expand and improve access to employment and training services and to increase employment opportunities for students with disabilities by creating strong partnerships between vocational rehabilitation (VR) Workforce Solutions offices, independent school districts (ISDs), community organizations, employers.
Supplemental Nutrition Assistance Program Employment & Training	SNAP E&T	Designed to assist SNAP recipients in obtaining employment through participation in allowable job search, training, education, or workforce activities that promote long-term self-sufficiency. SNAP recipients are referred by the Texas Health and Human Services Commission (HHSC).
Trade Adjustment Assistance	TAA	A federally funded program, with no costs to employers, who helps workers who are adversely affected by foreign import or job shifts to a foreign country.
Texas Education Agency	TEA	The branch of government in Texas responsible for public education. TEA is responsible for the oversight of public primary and secondary education in the state of Texas.
Texas Internship Initiative	TII	Provides part-time paid internships in Middle-Skill areas of accounting, business, construction management, engineering, healthcare, and information technology. Participating senior high school students must pass a dual-credit course to be placed in an internship with a local business. This grant is in partnership with Education to Employment (E2E) for the Coastal Bend.
Texas Industry Partnership Program	TIP	Supports collaborations between local workforce development boards and industry partners through the leveraging of matching contributions of cash or qualifying expenditures for occupational job training. Match funds must support certain WIOA (Workforce Innovation and Opportunity Act) activities and focus on eight designated industry clusters.
Texas Veterans Commission	TVC	A state agency that assists veterans, their families, and survivors through services provided by federal, state, local government, and private organizations.
Texas Veterans Leadership Program	TVLP	A non-profit agency that provides services to veterans to help find employment and achieve successful transitions back into civilian life.
The Workforce Information System of Texas	TWIST	TWIST is a centralized point of reporting intake and case management for customers. Intake information is submitted just once for multiple employment and training programs and can be retrieved statewide. TWIST also allows staff to query and retrieve information from the legacy systems – Employment Services, Unemployment Insurance, SNAP E&T, TANF, Supplemental Security Income, and the Texas Department of Criminal Justice.
Vocational Rehabilitation Services	VRS	A federal program that helps individuals with physical or mental disabilities get and/or keep a job.
Work Experience	WE	A work-based learning opportunity in which program-eligible customers learn both essential and technical skills for long-term employment. Businesses are referred to as “work experience sites.” Intended to be short-term (12 or fewer weeks) and part-time work experience can be a volunteer, internship, or temporary short-term paid-work setting.
Workforce Innovation and Opportunity Act	WIOA	Helps job seekers and workers access employment, education, training, and support services to succeed in the labor market; and matches employers with the skilled workers they need to compete in the global economy.
Work In Texas	WIT	A comprehensive online job search resource and matching system developed and maintained by TWC. It provides recruiting assistance to Texas employers and job search assistance to any individual seeking work in Texas.
Workforce Opportunity Tax Credit	WOTC	A federal tax credit that the government provides to private-sector businesses for hiring individuals from nine target groups that have historically faced significant barriers to employment.